



Sponsoring Alderman, Peter Estlin, Assumes The Office of Sheriff

Freeman Andrea Eccles visits Alderman and Sheriff Peter Estlin at the Old Bailey to find out what the role of Sheriff entails and to chart his journey as a Liveryman.

Peter Estlin - Sheriff



The formation of the HR Guild in 2014 was in no small part due to the representation of our Sponsoring Alderman and Sheriff Peter Estlin, who along with his wife Lindy, is a Founding Member of the Guild. Alderman Estlin has been appointed Sheriff of The City of London for a term of one year commencing 28th September 2016. This is a significant date in the Livery Calendar as it falls on the eve of

Michaelmas, the day upon which the next Lord Mayor is annually elected at Common Hall.

Sheriff of the City of London is the oldest secular role in the country after that of the monarch with the earliest recordings dating back to the 7th Century. Originally, the Sheriff was appointed by the monarch and was the administrator of law across the City as well as the collector of taxes for the Crown. Whilst these activities are now undertaken by the Department of Justice and HMRC, there is still a considerable role for the Sheriff in modern times.

Based at the Old Bailey, there are two key Shrieval duties. The first is to promote the importance of our rule of law and the system of justice and in-so-doing to demonstrate why this is vital to the City and beyond. Law and justice underpin the conduct and growth of London's financial, business and professional services and contribute much to the UK's economy. This contribution presently translates to around 12% of UK GDP with London being the number one financial services marketplace in the world. The City cannot afford to be complacent.

The second element is to actively support the Lord Mayor in promoting business, both at home and abroad.

However, there is a more fundamental part of the role that exemplifies Livery Life and that is encouraging education and outreach in the wider community. In the case of Sheriff, this is supported by facilitating visits to, and engagement with, the Old Bailey to gain an understanding of how the justice and court system works, hopefully for most people as an observer.

What inspired Alderman Estlin to get involved in the Liveries?

"My initial interest in the City began when I was a pupil of King Edward's School, Witley, which was formerly Bridewell Royal Hospital. Initially set up in 1553 with the help of the then Lord Mayor and some leading Liverymen as a home for orphans and vagabonds, I experienced first hand the involvement of the liveries and benefited enormously from a good education."

Alderman Estlin furthered his interest in education and apprenticeships by becoming a School Governor for Bridewell, which he has undertaken for 23 years.

There followed sustained active involvement with several Livery Companies - including the International Bankers, the Educators and the Ironmongers - alongside Founding Member status within the Guild of Human Resource Professionals. It is clear that joining a livery or guild is a lifelong commitment and not just an annual event. How does Alderman Estlin think current and future members might be inspired to get actively involved with the HR Guild? Alderman Estlin explains:-

"A Livery Company or Guild is a community of people who want to contribute to the greater good. They see membership as an opportunity to give back and to develop a social agenda, with inclusion being at the heart of this. This will typically entail personal involvement in education, charitable-giving and pro bono activities which lead to a unique sense of fellowship".

Alderman Estlin points out that this differs to the activities of a professional body which exists to help individuals to advance their trade, knowledge, skills and career.

So how can the HR Guild make its mark?

Alderman Estlin counters that if the role of Sheriff is about promoting business and growing jobs, then the HR profession is about developing the people policies and nurturing talent to make this happen. Whilst some of these tools include reward, apprenticeships, training, diversity and inclusion, there is one over-arching philosophy that makes this happen, and that is culture and values. The HR community therefore has the position, influence and opportunity to cultivate the right employee behaviours that not only contribute to the well-being of the organisation, but have a positive impact on society. This in turn will enhance the reputation of the City.

It is clear that HR Guild is more closely aligned than might have been imagined to the responsibilities and aspirations of the Sheriff by respecting the traditions of the past and contributing to modern Livery Life of the future.

"In short, my role as Sheriff is to respect our past, leverage this legacy, but make it relevant to the world of today. In enjoying our heritage and the traditions of the past, let us not forget to focus on our future, to create opportunities across society and to willingly give our time and resources so that we remain the place that everyone wants to live, work and to do business".

If you would like to find out more about the role of Sheriff or see inside the Old Bailey, contact the HR Guild office on info@hrprofessionals.org.uk to see if there are available places for our lunch on 14th December 2016.

Developing the HR Guild's Charitable and Pro Bono Activities

By Robert Potter, Past Master

Dress for Success

Today, there are more than 100 liveries in the City of London each with a different heritage, size, structure and interests, yet all of the Guilds share the same ethos: supporting their profession, the pursuit of fellowship, and importantly undertaking charitable activities. The aggregation of the charitable work of the City of London Guilds currently amounts to donations and contributions to charities in excess of £40m each year.

Dress for Success (Greater London), (DFSGL), is a charity that empowers women to achieve economic independence and is one of the charities adopted by the Guild of Human Resource Professionals. The purpose of DFSGL is to aid women in the London area to enter or re-enter the workforce by providing them with proper attire for interviews and providing them with career support services. The charity suits on average 1200 women annually with 50% successfully securing a job, at which time they are eligible for a week's worth of business attire. Interestingly, each time a woman is supported, this also supports an average of three children.

DFSGL is holding an award event in the New Year and they have asked for the support of our Guild and its members. "The Power of Women Awards" will recognise individuals who have made outstanding contributions in respect of supporting women to gain economic independence. DFSGL seeks support from Guild members either as event sponsors or to purchase a ticket for the award evening. DFSGL have also invited the Guild to make nominations for the award; information and details are attached. [DFS Greater London PofWA Sponsor Pack]. DFSGL is an outstanding organization and has an enviable record in supporting women into employment. Guild Members are encouraged to support the above award event.

DFSGL has also asked that all Guild Members are made aware of their fund raising scheme called, "Pounds in the Pocket", and again they are keen to work with Guild members concerning this scheme. Details of the scheme is attached.

[Power of Women Awards Nomination Pack]

Finally, DFSGL is planning a Corporate Career Development Day in May 2017. This will involve members helping candidates with CV reviews, mock interviews and personal development plans. More details will be available shortly. This would be a great opportunity for the HR Guild to collectively get involved in a worthwhile charitable activity by using their expertise to give women life-changing support and advice.

DFSGL would also like to work with HRD's who are able to organize the participation of their charity in company 'payroll giving' schemes. Contact the Clerk of the Guild for further information.

Update on Pro Bono at the Guild

Pro bono activities are an effective and powerful way to support charities and a primary aim of our Guild. The intention of the Guild is to provide quality pro bono advice and support on people management issues to third sector organisations.

Some of the pro bono projects that have already been completed by Guild volunteers include, a series of consulting projects with Dress for Success, a project to review the recruiting process at a charity called MYBNK, (which is an award winning UK charity that designs and delivers teaching programs to young people concerning money management).

The Guild has also supported a very mature charity with advice and support concerning their leadership development.

The Guild intends to provide pro bono interventions, which will include coaching, training, process and document consulting and general HR advice, through its members.

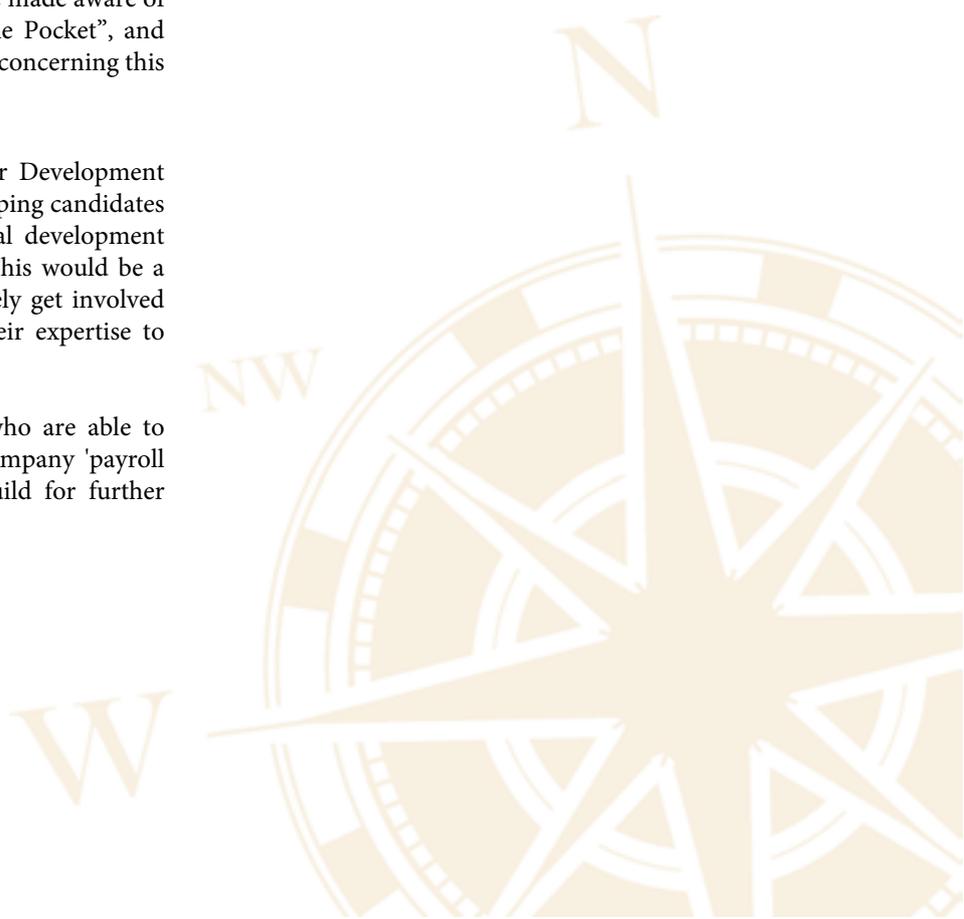
Our aim is to help charities to improve their people management activities.

Guild Members who wish to become involved in the Guild pro bono program are requested to contact past master Robert Potter.

Pro bono projects can be short and quite simple, potentially supporting smaller charities or they can be more complex, potentially working with the executives of larger charities.

Guild Members from all of the disciplines within Human Resources are encouraged to join the Guild cadre of pro bono experts.

Contact Robert Potter (Potter.robert@yahoo.co.uk).



Ambitious Membership Growth Target - How to get involved

By John Renz, Clerk

Members are the lifeblood of our Guild and since our establishment in 2014, the membership level of the HR Guild has reached almost 100. This is quite an achievement given that our first Master Installation was June 2015.

Belonging to a Guild is a lifelong commitment and getting involved takes on even more importance in an entity as young as ours. Interestingly, each Master usually serves a one year term (unless re-elected in special circumstances) and is supported by a Court, the most senior of these being the First and Second Wardens, who are in succession to assume the role of Master. This really is talent and succession planning at its best! There are also the Committee Chairs who spearhead our project activities, such as the Pro Bono Committee and Future HR Leaders Programme and the separate Trustees of the Charitable Trust.

Our members are a diverse and talented group of HR professionals from a wide spectrum of businesses and organisations, the majority of whom are in leadership roles. In addition to line HR practitioners, the Guild has also attracted specialists working within a number of disciplines across HR, ranging from employment lawyers and talent management specialists through to academics and reward consultants.

What makes the Guild a different and rewarding experience is the opportunity to give back to the wider community - mainly through our education, charitable and pro bono initiatives - whilst being part of a long and proud tradition of livery by supporting the activities of the Lord Mayor - in one of the finest Cities in the world, here in London. This sets our purpose and agenda apart from the myriad of other networking activities which we undertake elsewhere in our busy daily working lives.

We are a new Guild and, so to be frank, finding our way whilst also building a robust infrastructure to pave the way to ultimately becoming a Livery Company. Achieving this status will also place our profession amongst others such as accountancy and law which many consider as long overdue.

To further develop and grow our Guild, the Court has approved an ambitious plan to double our membership over the next 12 months supported by:

- A revamped and improved Membership application process;
- Improved information and regular communication
- Introduction of our Future HR Leaders programme where we offer mentoring and career support.

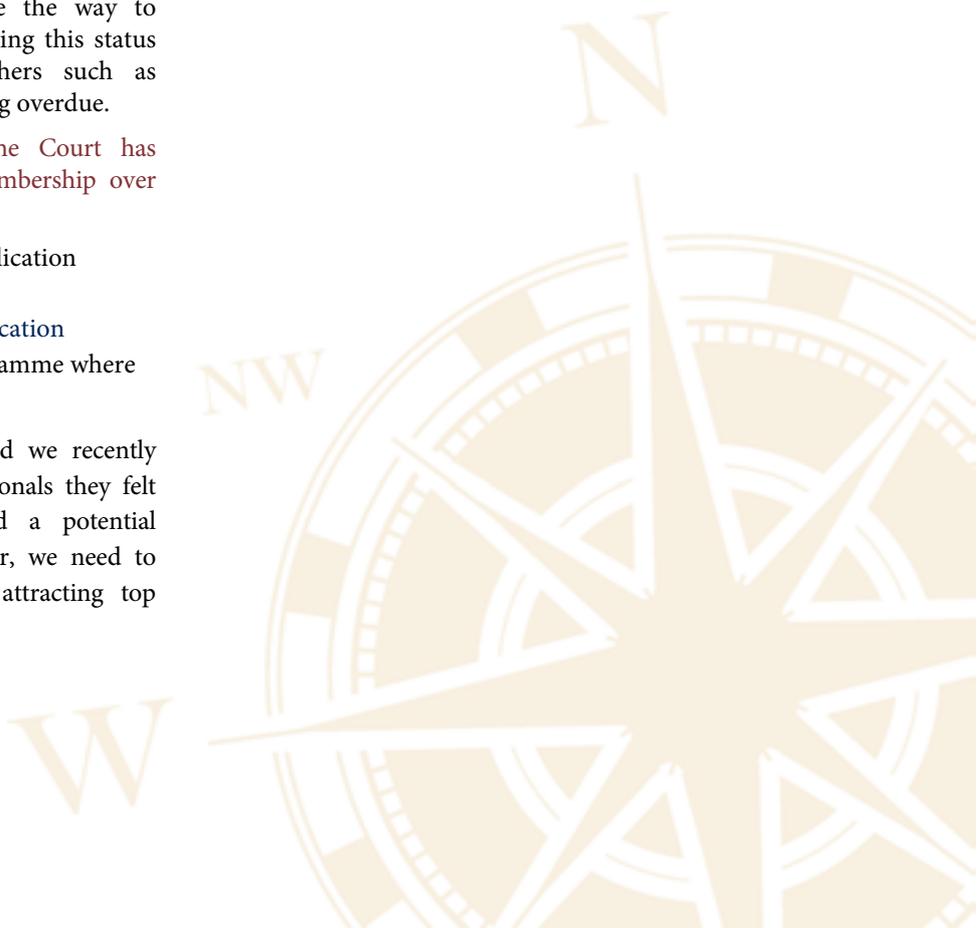
To achieve this target, we need your help and we recently asked members to nominate other HR professionals they felt shared our aims. Whilst this has produced a potential growth in our membership by nearly a quarter, we need to ensure that increasing our membership and attracting top flight professionals is a continuous process.

To achieve this target, we need your help on three counts:-

1. **We would like members to nominate other HR professionals in their network who share our objectives and values of coming together to give back to the community.** This initiative, which was recently trialled at the time of renewals, has already produced a potential growth in our membership of nearly a quarter and vital for developing an internal succession plan for the role of Court Assistants, Warden or Master.
2. **We would welcome more member involvement in our committees and, or, the Court** and this is vital for ensuring that we can deliver on our education, charitable and pro bono aims.
3. **In 2017 we will be looking for mentors for our Future HR Leaders offer.**

With your help, we believe we will more quickly fulfil the vision of our Founders and Sponsoring Alderman by creating our own piece of history through the recognition for our profession, a legacy for future generations and by taking our rightful place at the heart of the City of London.

All membership enquiries, and offers to participate in committees or other activities, should be sent to John Renz or Debbie Alder-Bentley at info@hrprofessionals.org.uk.



Master's Message And Members Events

By Jacqueline Davies

Getting involved in 2017

This edition of The Herald has a special theme, which is about how you – our HR Guild Members – can get involved. Each of our articles has showcased what it means to belong to a Guild and the benefits that this in turn brings in terms of fellowship and giving back to the profession and community.

Much progress is being made in our second year as we build on the membership base and plan to develop this further for those in their earlier stage careers in HR. Our overarching theme of Humanity at Work is also progressing and our two excellent speaker events in November (see below) were the foundation of a research study being launched on “the HR leadership role in the UK’s new economic environment” which is being sponsored by PwC and Henley Business School.

However, the key focus for 2017 is bringing everyone together for the Annual Charity Dinner at the Mansion House on 15th February. It would be wonderful to see as many Guild members and friends as possible gathered at this historic building in the heart of the City.

If you would like to get involved either on the Court, running or contributing to a Committee or providing charitable or pro bono services then please get in touch with me, Robert Potter or the Clerk.

Thank you for making our HR Guild a special place and I send you my very best wishes for the Season and 2017. [Jacqueline Davies, Master, via info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk)

Guild Events - Out and About with the HR Guild

3rd November: Professor Kakabadse at the Guildhall Committee Room

Andrew Kakabadse Professor of Governance and Leadership at Henley Business School was our guest speaker at a recent breakfast meeting for Guild members on 3rd November. A renowned academic, business consultant and author, Professor Kakabadse shared insights from his recent survey on Chairmen and Boards and outlined the qualities and pitfalls that drive great organisations. The session was Chaired by Freeman Annette Andrews and covered by Katie Jacobs, Editor of HR Magazine, with the ability for the HR Guild to post the resultant article on the Guild website in the near future.

Freeman Annette Andrews commented: "Professor Kakabadse provided a fascinating insight into his findings - they were not what you might expect! Key considerations for us all are how to create the culture that we want, how can individuals positively influence this with their personal values and behaviours, and what are the key pitfalls to avoid! **It was a most thought-provoking session.**"

7th November: Odgers Berndtson Hosts Member Reception

Peter Cheese, CEO of the CIPD and Court Member of the HR Guild was the guest speaker at an event hosted by Freeman Aine Hurley at Odgers Berndtson’s City offices. Attended by over 40 members, the evening comprised a high level panel discussion “Keeping Britain Competitive” the impact on our labour markets, the skills agenda and cultural dynamics in a post-Brexit Britain.

One of the key insights for the evening is summarized by **Freeman Aine Hurley** who said “One clear outcome in fostering competitiveness was that the requirement for inclusion that has never been greater; HR leaders have a critical role to play in fostering cultures of openness and respect, enabling organizational success. Business needs to combat uncertainty by clearly welcoming diverse talent”.

This was followed by a Reception and member networking.

Master and Clerk Diary - Out and About with the Liveries

20th September: Shrieval Presentation

The Master Jacqueline Davies and Interim Clerk Judith Pleasance attended the formal presentation of the Shrieval Chain to Alderman and (then) Sheriff-Elect at the Ironmongers Hall on 20th September. This follows the long-term happy custom of presenting the Sheriff-Elect with the badge and chain of office, witnessed by representatives from the other liveries and guilds. For the Master and Interim Clerk this proved to be a wonderful opportunity not only to support our Alderman and Sheriff, Peter Estlin, but to meet their counterparts at the other liveries and institutions which make up the fabric of the City.

14th November: Lord Mayor's Banquet

In the glorious surroundings of the Mansion House, our Interim Clerk, Judith Pleasance, was invited to celebrate the arrival of the new Lord Mayor, the Right Honourable Alderman Andrew Parmley. Judith experienced a night of tradition and splendour at an occasion that was attended by the Prime Minister, Theresa May, many past Lord Mayors, the Sheriffs and members from the various liveries, councils and charities that support each incumbent.

A key part of being part of the Guild is undoubtedly fellowship, but in the City this comes with the additional bonus of being able to experience some unique and uplifting traditions. So far, since our formation, members have been to the Guildhall, Lloyd's of London, the Tallow Chandlers’ Hall and the Skinners’ Hall.

In the run up to the end of the year, members will have the opportunity to visit the Old Bailey for lunch and the Mansion House for the HR Guild Charitable Fund Dinner plus a touch of Christmas magic at the HR Guild Carol Service to which we have kindly been invited to share with The Worshipful Company of Clockmakers, one of our Interim Clerk’s livery companies.

Diary Dates For Members

12th December 2016 - Carol Service

HR Guild Members are invited to join The Clockmakers at 6.30pm in a traditional service of carols and lessons at St Sepulchre-without-Newgate Church opposite the Old Bailey, led by the Church's 8-piece Choir. Refreshments will be served in the church after the service. All members of the Guild, plus friends and families, are warmly welcomed to join this festive celebration. Price £28. **Please contact Debbie Alder-Bentley, the Assistant Clerk on info@hrprofessionals.org.uk**

14th December 2016 - Old Bailey Lunch with Sheriff and High Court Judges

Alderman and Sheriff Peter Estlin has invited us to join him for lunch at the Old Bailey in the company of Senior High Court Judges. There are a couple of places which have cropped up due to illness if anyone would like to come. The lunch starts at 12.30 for drinks, followed by lunch at 1 pm with the opportunity for tour when the judges return to their cases.

Please contact Debbie Alder-Bentley, the Assistant Clerk on info@hrprofessionals.org.uk

15th February 2017 - HR Guild Banquet in aid of the Charitable Trust at Mansion House

This will be a black tie dinner for partners, colleagues and HR friends in the magnificent setting of Mansion House, the Grade I listed 18th century official residence of the Lord Mayor of London. It is used for some of the City of London's major functions hosted by the Lord Mayor such as the Easter Banquet at which the Chancellor of the Exchequer customarily gives his "Mansion House Speech" about the state of the British economy.

PLEASE SAVE THE DATE. TICKETS WILL BE AVAILABLE SHORTLY AT £130 PER PERSON, OR £1200 FOR GROUPS OF 10, SET OUT IN TRADITIONAL SPINE FORMAT.

THIS IS OUR FIRST HR GUILD DINNER AT THE MANSION HOUSE SO TICKETS ARE EXPECTED TO SELL FAST.

Events Diary At a Glance

Date	Event	Price
12th December 2016	HR Guild Carol Service At St Sepulchre-without-Newgate Shared with The Worshipful Company of Clockmakers	£28.00
14th December 2016	Lunch at the Old Bailey: Hosted by Alderman and Sheriff, Peter Estlin, In the presence of High Court Judges	It is suggested a donation of £100 may be made to the HR Guild's Charitable Fund
15th February 2017	HR Guild Banquet in aid of the Charitable Trust Mansion House	£130 per ticket or £1200 for 10

To book, please email info@hrprofessionals.org.uk to secure your ticket(s)

Twitter Account: If any HR Guild Members would like to tweet or re-tweet Guild news or events, the twitter handle is [@guildhrprofs](https://twitter.com/guildhrprofs)

We wish all our members the very best for the festive season and a happy and healthy New Year.

Thank you for your continuing support.

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