



THE HERALD

the Newsletter of the HR Guild

Edition 5 - April 2017

The Guild Banquet held at The Mansion House



The Master

Dear Freemen and Members,

In my spring newsletter to you I spoke of a number of things, not least the recent fabulously successful banquet at the Mansion House, where we were fortunate to have as our guest of honour, Sheriff and Alderman Peter Estlin, our Supporting Alderman and Court Member. I also mentioned our Awards Scheme and Future Leaders Programme. Both these initiatives will be the subject of communication to all members in the near future. The Future Leaders Programme is dependent upon a number of things, one of the most important of which is the provision of mentoring to young talented HR professionals. I'm sure that you would all agree that mentoring future leaders in our profession is a vital dimension of our work.

As some of you will already know mentoring, while yet another demand on people's time, is an enormously satisfying and worthwhile experience – and, if done well, one through which both parties can learn. Can I ask that people who are interested in supporting this aspect of our work make themselves known to our Clerk – your help is vital in helping us achieve one of the Guild's key activities – the development of our profession.

The Guild is built upon the time of its members and their willingness to get actively involved in our events and programmes. A key focus of mine recently has been working with others on the Court to ensure that we have a pipeline of future office holders and, also, that the Court is reflective of our membership. At our next Court meeting we will be discussing future office holders and also the election of further Court assistants. We are a membership organisation and, as such, this is your Guild and members are always welcome to get further involved. Please let us know how you would like to contribute and become involved in the building of our Guild.

In this edition of the Herald, we are delighted to have an interview with Vicky Russell, our Livery Committee Liaison person, as well as progress reports on our Charitable and pro bono.

We also have a significant number of events which are detailed in our events calendar. A major function coming up is our "Common Hall", Freeman Installation and Awards dinner on July 3rd at the spectacular Stationers' Hall. I am delighted to say that pre-booking has commenced for those wishing to attend and potentially bringing guests. It is always a great pleasure to meet members at these events and I very much look forward to seeing old and new friends in July or at one of our other events.

Have a lovely Easter break.

Corporate Support – Our thanks

The Guild receives many types of support and in many forms but particular thanks are due to the following for their generous financial help with the Mansion House banquet on February 15th:

Henley

Aziz corporate

Hays

Linklaters LLP employment and incentives team Physical health clinic.

For those interested in learning more about how your organisation can help build our Guild, please contact John Renz, Our Clerk, at clerk@hrprofessionals.org.uk

A Part of Something Bigger

An Interview with -

Victoria Russell - Deputy Chairman of The Livery Committee



The world of Liveries and Guilds can sometimes be quite bewildering with its long-held traditions and conventions. To help us as a new Guild we have as our Livery Liaison person Victoria Russell (Vicky) and she has kindly agreed to tell us a little more about herself, her involvement in the City and why she remains so committed to the world of Liveries and Guilds.

As HR professionals, we have all seen probably thousands of CVs but Vicky's is most impressive! A Partner at Fenwick Elliott, a highly-respected Construction and Arbitration specialist law firm and a Non-Executive Director of Imperial College NHS Trust.

Her involvement with Liveries has hardly been light touch either - A past master of both the Arbitrators and Constructors and a member of a number of Livery and Past Master Committees and, currently, the Deputy Chairman of the Livery Committee.

Vicky does not confine herself to the City of London. Married and a mother of two grown up children, Vicky is also involved in homeless charities, a school governor and perhaps, most challenging of all, a season ticket holder at Fulham!

Vicky became very involved in arbitration early in her career and was invited to join the Worshipful Company of Arbitrators by two of its members. Although knowing little about liveries she described herself as "immediately hooked."

Vicky was (and remains) enormously struck by the philanthropy and charitable giving by so many liverymen. In particular the focus on education, stemming from the guilds and companies' historical role in training apprentices and now evidenced by companies giving scholarships and awards, providing school governors and making grants to a wide variety of educational institutions, including many schools, technical colleges and universities.

Vicky chaired the Arbitrators' charitable trust for several years, joining the Court and then becoming a Warden. Vicky became the first female Master Arbitrator and one of the highlights of her year was abseiling down the Canary Wharf tower and raising nearly £20k for the Lord Mayor's Appeal.

The Livery Committee

The Livery Committee of which Vicky is Deputy Chairman has 20 members, comprising Aldermen, members of Common Council, Liverymen and Clerks. It has two principal purposes: to oversee the arrangements for Common Hall at the Election of the Sheriffs and the Election of the Lord Mayor, and to act as the conduit for communication between livery companies and guilds on the one hand and the Guildhall, Mansion House and the Old Bailey on the other. The Livery Committee organises a number of courses each year, including three City Briefings, a Wardens and Court Assistants course, a Clerk's Briefing and an After Dinner Speaking course, as well as sending out a newsletter, Livery Briefing, every two months. Vicky chairs the Committee's working group dealing with livery liaison. As our liaison person Vicky is giving advice, answering our questions and helping to solve problems and generally providing support as appropriate and necessary.

Vicky says "It is a particular privilege to be the liaison person for a relatively new guild and I feel deeply honoured to be associated with the Human Resources Professionals, who have been exceptionally welcoming" Vicky went on to say "I believe that the roles of Livery Companies and Guilds have been and continues to be informed by heritage and tradition and that they are both relevant and important to the City of London, with their charitable giving in particular being an unparalleled force for good."

Finally

In closing I asked Vicky for any last words of advice for a new Guild like ours and this is what she said "The Guild has got off to a flying start and I have every confidence that it will go from strength to strength. Its energy and enthusiasm will help grow its membership, which will remain engaged and active if there is a wide range of different events so there is something for everyone. Some people enjoy formal dinners the most, others prefer drinks in the pub and some like both. Fellowship is very important, as is growing a strong and effective charitable trust, and the Guild's presence will be further enhanced by a consistent reputation for leadership and proper governance, respect for tradition and an interest among its members in City activities".

What is Pro Bono?

By Robert Potter - Past Master

A founding purpose of the Guild is to provide pro bono support to Charities and Third sector organisations. We provide pro bono contributions at all levels, from Board coaching to assistance with Employee Handbooks.

As you join the Guild you have an opportunity to join the highly supported pro bono team of the Guild.

If you wish to be considered for assignments please email potter.robert@yahoo.co.uk.

What is pro bono?

We are a new Guild but this does not mean that we do not hold traditional Guild values. Most Guilds support Charities and the third sector through pro bono work. Why get involved with pro bono work?

Why should you care about pro bono work?

What does this term 'pro bono' even mean? Pro bono is shortened from the Latin term "pro bono publico", meaning "for the public good." It involves giving up time on a voluntary basis for charity organisations who would benefit and need the support of a human resources professional, and who are not in a position to get the necessary support.

Pro bono projects differ greatly in what they offer to both the volunteer and those who benefit from it. There's something available for everyone wishing to get involved.

How pro bono benefits you? The personal benefits of pro bono work are both extensive and varied. Involvement tests and strengthens your teamwork skills, and also develops your coaching, mentoring or leadership skills if you get involved with the organisation and co-ordination of projects or the provision of advice.

Interacting with people from different sectors of society helps you to develop greater personal confidence and other necessary and useful skills, such as HR consulting skills, coaching, mentoring, negotiation and public speaking, all providing opportunities to demonstrate and hone skills. On another level, involvement with pro bono work can prove a welcome change from academic work, while remaining a worthwhile way to use your spare time.

Career benefits...

The wide range of skills you may develop and perfect can really benefit you in your current and future career. Pro bono involvement is a great way to 'showcase' your expertise within all the areas of Human Resources that you may wish to pursue, while providing a useful service to organisations that really need it.

The growing importance of pro bono...

Pro bono work is both an important way of providing vital services to people in real need and an excellent way to gain experience.

It's all about giving

By Danielle Harmer - Chair of The Charitable Trust Fund

The Guild's Charitable Trust Fund, chaired by Danny Harmer, received a significant boost at the recent Mansion House Banquet.

Thank you to everyone who supported the event; members, their guests and of course our corporate sponsors.

The fund we are building will be used to support organisations that bring humanity to work and which we choose to partner with, such as Dress for Success. As a City Guild we also support charities and causes affiliated with the City of London.

As well as developing a business plan for our charity and building up the fund, with support from the Guild, the Trust has been focused on achieving charitable status. This is important as it gives the Trust special tax treatment so that we maximise the benefit of funds raised. Formal charitable status will also allow our members to make donations to the fund through give as you earn schemes. We are delighted to report that we are now at the final stages of what is a very long (and rather difficult) journey. Once our status has been confirmed we will be letting members know how they may make regular tax efficient donations to our fund.

We have, in a relatively short time, made significant progress but have much still to do to build the fund quantum to move to full Livery status. As a membership organisation, this is our Guild and our Charitable Trust – we have the ability to support really good causes and make a real difference to the lives of others both at work and elsewhere.

The work of the Trust is ultimately driven by the generosity of our members and supporters and your involvement in helping us grow the fund for the causes we partner with is vital. Please contact Danny through the web site or at info@hr.org.uk if you would like to help our work in any way at all.

The Guilds New Website -Update

The work on the new website is well underway and, as members, you can look forward to a much more interactive site.

We will be incorporating the ability to book events online and you will be able get up to date information.

There will also be an online application process for new members making it much easier to apply.

We will let you all know when the new site is launched.

Events Diary At a Glance

Date	Event
6th April 2017	The Lord Mayor's Big Curry Lunch in Aid of Veterans at The Guild Hall
13th April 2017	'Building Physical Resilience' - Postponed
25th April 2017	Court Meeting
27th April 2017	A New Members and Networking Event to be held at Lloyd's of London
3rd May 2017	Lord Mayor's Race Day Charity Event at Ascot
9th May 2017	Flexible Working Breakfast Event at Hymans Robertson LLP
20th June 2017	Court Meeting
3rd July 2017	The Installation of Freemen of The Guild and our HR Awards Dinner to be held at Stationers' Hall
12th September 2017	Fashion Show Charity Fundraiser
25th September 2017	Court Meeting
10th October 2017	HR & Risk hosted by CRF and Eversheds, dates tbc (probably now an evening event)
October 2017	Installation and Annual Dinner for The Guild
11th December	Court Meeting
December 2017	Carol Service

Membership

Nominations for new members can be made by supplying the contact details of the nominee in the first instance to the Clerk of the Guild at clerk@hrprofessional.org.uk

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)

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