



# THE HERALD

*the Newsletter of the HR Guild*

Edition 6 - July 2017

## The Guild Summer Banquet held at Stationers' Hall



Within the magnificent surroundings of the Stationers' garden and Hall, the Guild held its summer banquet with 180 guests from the world of HR. We were also very privileged to have as our guest speaker **Sir Brendan Barber**, a key industry figure with a long and distinguished career in the world of employee relations, academia and banking standards.

This was a very special occasion as it was the last banquet at which the current Master Jacqueline Davies will preside.

We were not only delighted to welcome such a large group of our members and guests but also a number of HR professionals from Edinburgh whom we hope will form the basis of the Scottish chapter of the Guild.

Immediately prior to the dinner we were also very proud to install our Senior, Middle and Junior Wardens - a pipeline of Masters for the future. It was also an opportunity to recognise and grant Freeman status on a number of our founder and founding members. The Guild looks forward to honouring many more of our members who have contributed significantly to the development and work of the Guild over the last few years.

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*Above: Freeman Richard Higginson, Master Jacqueline Davies, Freeman Geoff Morgan and Freeman Aaron Alburey - receiving their Freeman certificates.*

*To the right: Master - Jacqueline Davies and Senior Warden - Mark McLane.*



## Featured in this edition:

- **The Future Leaders Programme...**  
What it entails and how you can get involved. [page 2.](#)
- **Keeping in Touch..**  
The new website - more interactive and member friendly. Email - updates and how to keep in touch. Members Folder - being launched. [page 3.](#)
- **Key Diary Dates...**  
Can be found on the back page.

### Save the Date...

8th November 2017

**Installation and Annual Dinner  
to be held at Ironmongers' Hall**

### 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 summer Banquet held on 3rd July:

**Barclays  
Thinking Safe Ltd  
Henley  
Aziz Corporate  
Hays**

For those interested in learning more about how your organisation can help build our Guild, please contact John Renz, the Clerk, at [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk)

*Below:*

*John Renz - Clerk,  
Paul Hucknall - Junior Warden, Danielle  
Harmer - Middle Warden,  
Master - Jacqueline Davies and  
Mark McLane - Senior Warden.*



During the Master's address, Jacqueline was very pleased to welcome our new Wardens Mark McLane, Danni Harmer and Paul Hucknall, our Court Officers, who represent a secure future for the Guild. The Master also announced two major projects: our Future Leaders Programme (detailed within this edition of the Herald) and a major research project with Henley Business School and PwC on the state of readiness of business in addressing the people issues of our day. Given the current economic and political environment this will be, we hope, a leading piece of work affecting and influencing the people agenda throughout not only the City of London but the nation as a whole.

In closing, the Master reflected upon the journey that the Guild has been on since its inception in June 2015, the growth in

our membership, our growing influence within the City and world of Livery, our commitment to giving back and fellowship amongst a like minded group of committed professionals. I am sure I speak for all the guild members when I express our heartfelt thanks for all the work that Jacqueline has undertaken and the leadership shown throughout her time as Master. In the next edition of the Herald we will be profiling our next Master, Mark McLane and celebrating the achievements of Jacqueline and the Guild. Further, we will be setting out our priorities for the next year in our history.

**John Renz - Clerk**



**Above: Guests and members enjoy the dinner at the summer banquet.**

## **Future HR Leaders Foundation - Apoorva Chandra**



Consistent with our aims to support, through the Guild, the development of our profession and future leaders within our profession, the Guild has established a Leadership Foundation. With our current membership the Guild is uniquely positioned to be able to offer those on the cusp of leadership access to some of the top HR professionals and resources. Launched at our recent summer banquet, a communication programme including how to apply, fees and organisation, will be distributed to the entire membership during September. Applications will be invited and suitable candidates identified in time for the Installation dinner in November. The programme will commence formally in January 2018. Key features of the programme are:

- Open to individuals who operate in any of the HR disciplines e.g. generalist, talent, D&I, reward, OD and learning and development and are 3-5 years out from a senior leadership/Director/functional head role
- Programme will offer at least 12 sessions with senior HR and business professionals covering their various areas of expertise and business knowledge
- Membership of an exclusive network of HR professionals and academics as well as direct mentoring support
- A one year programme run by a unique blend of top leaders, within the profession and for the profession
- Access to the Guild's HR and Impact award as well as accelerated Guild membership through Associate membership
- A highly competitive fee rate for a programme of this nature and stature.

## KEEPING IN TOUCH - John Renz

We are concerned to ensure that members, as part of their membership of the Guild, both receive and have access to information about the Guild and our events, aims and news. To this end we will, for the first time, be holding a general meeting of all members on November 28th. This event will be coupled with a new member session in order that those new to the Guild have an opportunity to meet with a number of Court members and officers. At our general meeting, our three year plan will be presented to the Guild, along with an explanation of how you can all get involved and have your views heard. In the meantime, our Assistant Clerk has been working hard with Summer Design who have generously supported the development of our website. We have also improved our email communication method and both the issues are detailed below. **John Renz, Clerk**

### The website

Our new website is now live and we would encourage you all to take a look ....[www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)  
It is a work in progress as we will be striving to continually improve its contents and would encourage your views on what you would like to see on the website.

We have made some great strides forwards as applications for membership can now be made online and, when we launch the Future Leaders Programme, later in the year, that will also have an online application.

In addition we will be teaming up with Eventbrite to enable you to book tickets online for the three main yearly events and this will allow you to pay by card. This facility will be launched in the coming months and you will be able to book tickets for the 8<sup>th</sup> November Installation and Annual dinner from the website.

We have also put all upcoming dates on the home page so you can check the dates for forthcoming events.

The website also has a live twitter feed for all those tweeters out there.

**Debbie Alder-Bentley - Assistant Clerk**

### Email - Keeping in touch

We have been advised by our IT providers to use a company called MailChimp when sending out bulk emails. One of the reasons for this is the amount of bounce backs we were getting. Some of your email addresses will not accept bulk emails and we had to send them again individually.

The MailChimp service is much better and we have had no bounce backs at all. A few members contacted me as they were concerned that they were not receiving either emails sent individually or by bulk so I would urge you all to keep an eye on your spam or junk as this is where they can be found if they have not popped into your inbox.

It would also be greatly appreciated if you can keep me up to date of any changes of email address or you have a more preferred email that you would like me to use when contacting you. You can contact me on: [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk)

Many thanks,

**Debbie Alder-Bentley- Assistant Clerk**

**Our thanks are due to Stuart Webber and Andy Cameron of Summer Design and AGC Design Ltd for their assistance in the development of our web site.**

### Members folders

We are delighted to inform you all that we have now produced a folder for Guild members. Some of you will have already received a copy and we will be sending these out in stages to all members. The folder contains a great deal of information about the Guild which we hope you will find useful. We have covered topics such as Liveries, Ordinances, Pro Bono and the Charitable Trust. We have included your certificate of membership, an expression of interest form and the Guild diary. All new members will receive a folder shortly after joining and existing members will receive a copy when they renew their membership. We hope that you like what we have produced but we would always welcome ideas from Members if you feel there is something you would like to see included. **Debbie Alder-Bentley - Assistant Clerk**

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## *Events Diary at a Glance*

Date	Event
27th September 2017	Special Court Meeting hosted by Valerie Hughes-D'Aeth - HRD at the BBC
3rd October 2017	Court Meeting
10th October 2017	HR & Risk evening event hosted by CRF and Eversheds - time to be confirmed
8th November 2017	Installation and Annual Dinner for The Guild to be held at Ironmongers' Hall
28th November 2017	All Members Evening to be hosted by Barclays - time to be confirmed
Nov/December 2017	Fashion Show Charity Fundraiser (date to be confirmed)
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 [info@hrprofessional.org.uk](mailto:info@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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