

# THE HERALD

*the Newsletter of the HR Guild*

Special Edition 2020

## NATIONAL HR LEADERSHIP FOUNDATION 2020



Photographs of some of the 2019 students of the Leadership Programme receive their certificates. Also present were Jacqueline Davies, Past Master and Programme Leader and the Master, Paul Hucknall.

**HRLP Welcome & Information Event**  
11th February 2020  
Guildhall  
To book click on the box below

### Help Others Into The Profession And Through The Profession

The National Leadership Foundation is a practical and extremely successful aspect of our reason for being. We are sometimes asked exactly what is the Guild all about and the NLF is one terrific example of how the Guild is making a difference to not only those lucky enough to take part, but also in raising the bar of our effectiveness at the most senior level within our profession.

The comment is often made that the HR world is littered with so many different types of development activities aimed at HR professionals, but few hit the spot the way this programme does. The programme and its content is driven directly off the experience of some of our most senior and experienced members. This is augmented by a cross section of highly talented practitioners and academics operating in the “people space”. Gone is learning driven off esoteric and sometimes downright daft theories, gone is learning for a world the way we would like it to be and mercifully gone is the learning which seems to have no practical or commercial application.

As well as cutting edge thinking and practical experiential learning you, as a part of this programme, have a dedicated mentor and one who has been there and done it. Adopting a blended learning approach of self-study, group work and formal talk and chalk the programme the NLF has been designed and organised to suit those who are busy but committed to taking the next step. In addition to participation within the programme we hope with exposure to the Guild more widely, that you can leverage off a wealth of experience and the wider fellowship of the members and the world of Livery.

The NLF has several key objectives but of primary importance is preparing you for roles which demand that you can operate confidently at the most senior levels and across disciplines. The programme will equip you to contribute directly to the thinking and design of organisational strategy and add value to the thinking through a very much heightened awareness of macro and global issues which will impact on all organisations.

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Too often there is much whingeing amongst us about not being at the “top table”. Participation within the NLF will not only prepare you for this but give you the confidence to be heard and make a difference to not only your career but change expectations of you personally and at an organisational level, the role of HR!

## Information About The Programme

### Programme Fee

The cost of the HR Leadership Programme is £5,000 + VAT. This will include one year's Associate Membership of the HR Guild and all teaching, materials, venue costs, refreshments and mentoring.

A set of ground-rules will be issued in advance of the programme payment to ensure that both the Sponsor and Nominee are comfortable with the construct of the course and ethical considerations around mentoring and career development, including confidentiality.

A summary of programme inputs and delegate learning outcomes is illustrated in Figure 3.

### Application to Join the Programme

Applications to join the HR Leadership Programme are are no open.

Individuals are requested to complete the Application Process on-line which is accessible via the HR Guild's website on [www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk).

### Why is the HR Guild delivering this programme?

The main reason that senior individuals join the relevant Guild for their trade is to ‘give back’. The HR Guild therefore has a cadre of members who are willing to give their time pro bono to help others to progress within the profession. This supplements the stated objectives of the HR Guild which are to:-

- Advocate and promote the HR Profession
- Help others into the profession and through the profession

- Provide learning and personal growth through a common community and shared occupational beliefs
- Promote ethical business practices to support the individual, the organisation, the relevant business sector and the City of London, and in doing so, to support The Lord Mayor.

This programme is not only an inspiring career development and leadership programme, but is also a major milestone in the HR Guild's development.

Programme Lead, Freeman Apoorva Chandra, HR Director for Group Head Office and Head of HR for Africa at Prudential PLC states *"This programme fills a much needed development gap by helping senior HR professionals transition from experienced practitioners to potential strong leaders. It achieves this in three key ways: firstly, by providing expert insights and experiences on most technical functions conducted within HR; secondly, by enhancing the incumbent's interpersonal skills for positive impact at both Board or ExCo whilst also inspiring their HR team's performance and own development; thirdly, it enhances participants' confidence and business acumen to build a career with the right skillset to operate at the most senior level both inside the organisation and externally".*

### Welcome Event and Further Details

There will be a HR Leadership Programme Open Evening for Heads of HR and their prospective delegate on February 11th at the Guildhall. Please register with the assistant clerk Debs Alder-Bentley at [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk). Alternatively, interested parties should contact the Clerk, John Renz, for further information at [info@hrguildleadershipprogram.org.uk](mailto:info@hrguildleadershipprogram.org.uk)

### Scholarships Provided By:

TBA

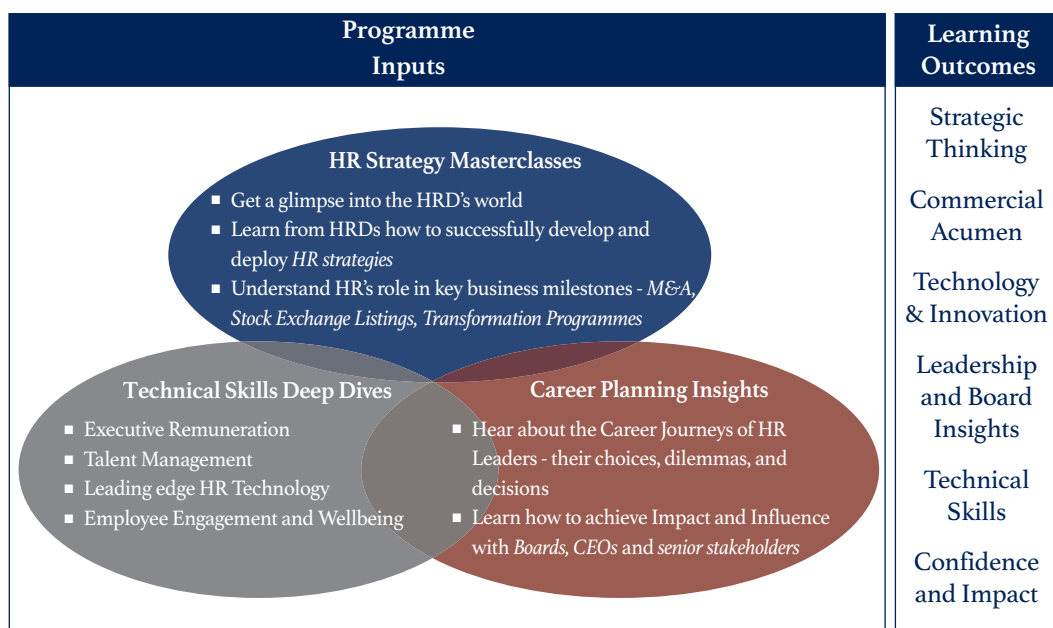


Figure 3