



*the Company of* Human Resource Professionals  
HR National Leadership Programme

Programme starts January 2024



**DEVELOPING HR LEADERS FOR THE FUTURE**

Professional Development through Masterclasses, Mentoring and Fellowship



## Introduction

The HR National Leadership Programme was established by the Company in 2018 as an executive education programme for HR professionals. It is rooted in individual learning and reflection and led by experienced HR professionals. It has been developed for:

- Senior HR leaders who want to round out their experience and have more impact as part of an executive team,
- Up and coming HR managers/leaders looking to develop themselves for bigger roles in the future, and
- Successful HR Directors who want to build their professional network and connect into wider external debates and bring new perspectives about people issues into business strategy discussions.

Delegates will participate in masterclasses delivered by industry experts and will be mentored by senior HR professionals, who will provide personal insight and individual development support throughout the programme.

## How Does the Programme Work?

Now in its fifth year, the HR National Leadership Programme is a one-year programme offering access to a network of senior HR Directors and specialists in their field; all of whom are thought leaders. The key elements of the programme will be delivered remotely, through webinars and a leading-edge mentoring portal.

## PROGRAMME OVERVIEW

### Personal Development Support:

- Nine Masterclass sessions across a core curriculum of current HR issues.
- Four mentoring sessions to enhance confidence as business leaders and to support Personal Development Planning.
- Action learning sets to provide peer mentoring to support mutual learning and application.

### Individual Support

- The opportunity to develop a deep network with other HR professionals
- Connection and fellowship with the wider membership of the Company.
- An understanding of how the City of London livery and guilds operate, and the chance to participate in HR Company activities.
- Two year associate Company membership with an opportunity to become a member or Freeman of the Company after that period.

## Core Content

The HR National Leadership Programme combines masterclasses and mentoring sessions to form a core curriculum based on the key learning requirements of high-potential HR professionals

### The future of work

1. Influencing Business strategy
2. Developing a growth mindset in your business
3. Organisation design for the future

### Digital transformation for HR

1. Integrating AI and technology into HR
2. Data science, the way forward
3. Innovation in Reward & Benefits



### Rethinking your Employee Value Proposition

1. The way we work together
2. Integrating CSR and Wellbeing
3. Inclusion, what next?

### Influencing change

1. Rethinking the role and contribution of HR
2. HR Leaders as Coaches
3. Investing in our ongoing development

**All content will be of a global nature, relevant to current global economic dynamics and integrating changing socio/cultural norms.**

Above all, delegates will enhance their understanding of how to build confidence, impact, influencing ability and mentoring skills at board level, as well as managing a HR function.

## Nominations for the Programme

If you are interested in the HR National Leadership Programme further details are available on the HR Company's website at [www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk).

This includes an application form for the programme, although you can also apply by sending your CV or LinkedIn details to:

[info@hrleadershipprogramme.org.uk](mailto:info@hrleadershipprogramme.org.uk)

If you are being nominated with the support of your line manager or Head of HR practice, please also include their details.



# the Company of Human Resource Professionals

## HR National Leadership Programme

### Programme Fee

The cost of the HR National Leadership Programme is £3,500 which includes two year's associate membership of the HR Company. You will then be offered the opportunity to become a member or Freeman of the Company after that period.

A summary of programme inputs and delegate learning outcomes is illustrated below.

### Applications to Join the Programme

Applications to join the HR National Leadership Programme are welcome from now until the end of November 2023. The programme will commence in January 2024.

Numbers are strictly limited, so you are encouraged to register your interest as soon as possible by completing the application form at [www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk) or contacting the HR Company on [info@hrguildleadershipprogramme.org.uk](mailto:info@hrguildleadershipprogramme.org.uk).

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

The main reason that senior professionals join the HR Company is to 'give back'. Under the banner of the HR Company, members are pleased to offer their time and expertise to support colleagues in the profession and to help external organisations with their people issues. The HR Company also has a Charitable Trust through which it makes grants - and enhances the lives of others - through activities which promote employability or improve workplace cultures.

Alumni of the HR National Leadership Programme are welcome to contribute to our outreach in improving humanity at work. This accords with the objectives of the HR Company 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.

### What do people say about the programme?

Faculty Lead, Annette Andrews sums up the programme: *"This is a fabulous opportunity to gain significant insight into the work and influence of the CHRO, both now and in the future, and offers scope to connect and collaborate with senior HR practitioners and experts as part of your strategic career development"*.

Past programme delegate, Anita Walters, a Senior HR professional in the Insurance Sector, says *"This highly immersive experience provided first-hand knowledge of the role of a CHRO as both a board advisor and function leader. Throughout this programme, I was supported by the faculty, gained a network of HR friends and peers, and contributed to HR thought leadership at the highest level"*

### For More Testimonials and Further Details

To see past delegate experiences or to find out more about the National HR Leadership Programme, please visit the HR Company's website on [hrprofessionals.org.uk/hr-leadership-programme/](http://hrprofessionals.org.uk/hr-leadership-programme/) or contact the Clerk direct on [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk).

### Programme Focus

#### Develop your leadership skills

- Create and own a personal self-development plan supported by experienced HR professionals
- Work with a senior mentor to support your learning and reflection
- Participate in peer-mentoring through action learning sets focused on the application of learning at work
- Develop skills in critical thinking and strengthen your professional confidence

#### Strategic HR Masterclasses

- Structured masterclasses to provoke you to think more deeply about key HR subjects critical to future business success
- Hear perspectives from senior leaders helping you to develop an informed and commercial point of view on organisation challenges and opportunities.
- Equip yourself to bring wider people insights into strategy discussions as well as to contribute with wider commercial and creative thinking.

#### Network and Fellowship

- Improve your agility and forward-thinking by bringing external perspectives from a wider network
- Learn how other HR professionals are tackling the business challenges of today and tomorrow
- Build a deep network of professional contacts and access to the wider Company fellowship

### Learning Outcomes

**Strategic and critical thinking**

**Commercial acumen**

**Future-focus**

**Professional confidence and impact**

**Leadership insights and development**

**A broader, deeper professional network**

Contact Details for the HR Company: The Clerk, The Company of Human Resource Professionals, PO Box 2647, Kings Langley WD4 4EP.

General Enquiries: [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk) and Programme Enquiries: [info@hrguildleadershipprogram.org.uk](mailto:info@hrguildleadershipprogram.org.uk)

Website: [www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)



# the Company of Human Resource Professionals

## HR National Leadership Programme

### Previous Speaker and Mentor Highlights

#### Annette Andrews

Faculty Lead

Founder Acaria Coaching and Consulting  
Former CPO Lloyd's of London



- Executive Coach and Consultant to HRDs and Business Leaders
- Former CHRO at Lloyd's of London where she led on the Global HR Talent Strategy.
- Annette is a Certified Coach and Mediator with an MBA and is a Fellow of the CIPD.

Past Master, HR Company

#### Chris Woodman

Executive Coach and  
Founder Leadenhall Coaching



- Leadenhall Consulting provides Coaching, Assessment and HR Advisory services to Financial Services Firms mainly in the City of London.
- Chris has worked internationally in the UK, Europe, US, Middle East and Asia.
- He launched 'Coaching on Demand' coaching platform.
- Chris specialises in Leadership, Team development, Performance Enhancement, and Career Transitions.

Court Member, HR Company

#### Peter Cheese

Chief Executive,  
CIPD



- Peter leads the CIPD and represents, writes and speaks on a wide range of people issues. These include the future of work, Covid-19, leadership, culture and skills.
- Peter had a long career at Accenture and led their human capital practice globally on HR transformation and organisation development.

Court Member, HR Company

#### Danny Harmer

Chief People Officer,  
Aviva plc



- Danny is a member of the senior leadership team at Aviva where she leads on the people strategy and maintaining a strong employee and customer proposition
- Formerly CPO at Metro Bank for 7 years, where she was active in its flotation, having previously held senior HR positions at Lloyds and Barclays.
- Danny has a BA in Economics and Business Economics from Southampton and is a Fellow of the CIPD

Past Master, HR Company

#### Stephen Sidebottom

International CHRO, Advisor and NED

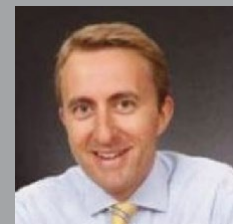


- Stephen has held global HR leadership roles including at Standard Chartered Bank and Nomura International, and has led on major organisation change, OD, culture and performance, and complex people solutions.
- He is Chair of the Institute of Risk Management (IRM) and Kent Savers Credit Union and a business consultant.
- Stephen has an MBA from London Business School, an MA from Oxford and is a Chartered Fellow of the CIPD and a Court Member of the HR Company.

Incoming Master, HR Company

#### Paul Hucknall

Chief People Officer,  
C. Hoare & Co



- Paul is the Chief People Officer at C. Hoare & Co having previously been the Head of HR at Quilter plc, a FTSE 250 company, where he was involved in their 2018 flotation
- He held previous senior HR roles at Lloyds Banking Group, ING and NatWest
- Paul has extensive experience in all facets of HR including Governance and Reward

Past Master, HR Company

#### Valerie Hughes-D'Aeth

Former CHRO, BBC  
and now external NED and Consultant

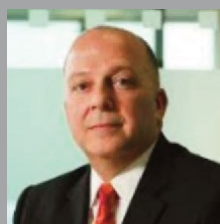


- Valerie leads her own people consulting firm VHD
- CHRO at the BBC until December 2019 where she was responsible for HR strategy and the full range of HR functions
- Previous Group Head HR and Communications at AMEY
- Holds BCom degree from Birmingham University, a post graduate diploma in HR and is Chair of the CIPD

Past Master, HR Company

#### Mark McLane

Head of Diversity and Inclusion and Wellbeing,  
M&G Prudential



- Mark is responsible for the architecture and delivery of M&G Prudential's firmwide D&I strategy
- Previously Global Head of D&I for Barclays PLC
- He is a Commissioner for the Equalities and Human Rights Commission
- He holds a BS in Business Management from the University of Scranton, Pennsylvania

Past Master, HR Company

#### Perry Timms

Founder and Chief Energy Officer,  
PTHR



- Author, *Transformational HR (2017)* and *The Energized Workplace (2020)*
- Global and TEDx Speaker, Visiting Fellow at Cranfield Management School and Sheffield Hallam University.
- Adjunct Faculty at Ashridge Executive Education and Guest Professor at Hult International Business School.