



the Guild of Human Resource Professionals HR LEADERSHIP PROGRAMME

LAUNCHING SEPTEMBER 2018



**DEVELOPING HR LEADERS FOR THE FUTURE
BY BUILDING ON GUILD TRADITIONS FROM THE PAST:**
Professional Development through Masterclasses, Mentoring and Career Mapping

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the Guild of Human Resource Professionals

HR LEADERSHIP PROGRAMME

Introduction

The HR Leadership Programme has been established as a formal career development opportunity for HR Professionals with the potential to assume a leading HR role within the next five years. The programme is aimed at individuals in HR Business Partner or HR Divisional Leader roles, as well as those at a senior level in specialist HR disciplines such as Reward, Learning, Talent and Diversity. Delegates will participate in eight masterclass sessions delivered by seasoned experts in these fields, supplemented by mentoring from practitioners who will provide personal insights and individual career support throughout the programme.

How Does the Programme Work?

The programme is a one year intensive programme offering access to a network of senior HR Directors and HR thought-leaders with acclaimed academic oversight. Delegates will attend eight HR Masterclass sessions, receive four mentoring interventions and will contribute to the HR Guild's Compendium of Insights on HR Leadership issues of the future. Delegates will be recognised at the Guild's Annual Master Installation Dinner which takes place in the Autumn of each year.

Whilst the programme will reflect the past traditions and standards exemplified by Guilds of developing individuals through all stages of their profession, this programme will be delivered as a modern learning intervention to help senior HR executives on their personal career journey. Figure 1 below shows what delegates can expect from the programme.

Programme Content

There will be one learning intervention per month, commencing in September 2018 and completing in July 2019

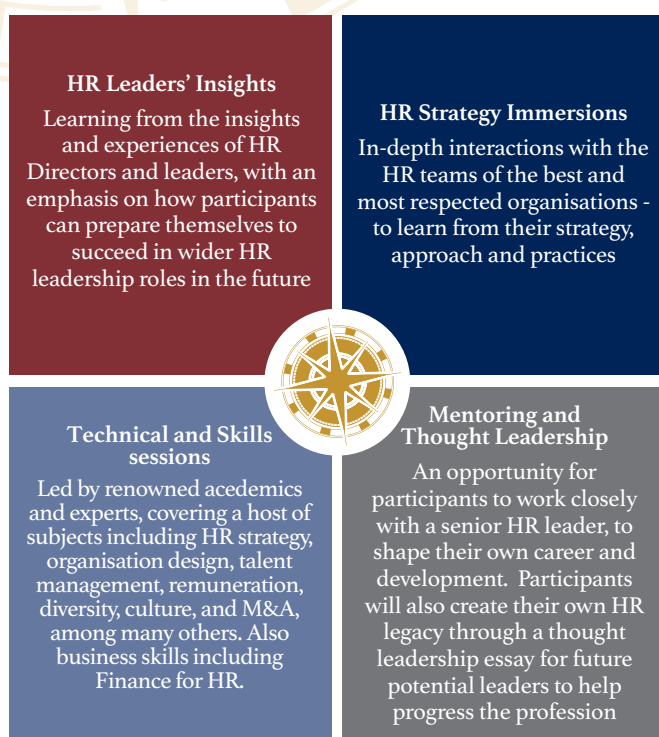


Figure 1

which will be either breakfast meetings or late afternoon to early evening, generally starting at 4pm and finishing by 7.30 pm. The mentoring sessions will be interspersed with the Masterclasses to explore how individuals will embed the technical or interpersonal skills in their own environment.

The programme content and learning outcomes are depicted in Figure 2 below.

PROGRAMME OVERVIEW

- Attendance of eight 'Deep Dive' HR Strategy Masterclasses of a technical or career development nature, delivered by senior HR professionals or market experts. See Page 4.
- Mentoring by a designated HR Guild Member with HR Director experience to include personal career progression, interpersonal skills enhancement to perform at senior management level and insights on leading a multi-disciplined HR Team both now and in the future.
- Three of the mentoring sessions will be structured to the needs of the programme, with one session being available for discussion on a difficult work or career issue.
- Academic oversight and input at key parts of the programme
- Psychometric testing to understand current and desired leadership style
- Attendance at Programme and Guild events to build the individual's network and peer groups
- Completion of an essay for inclusion in the HR Guild's Yearbook on thought-leadership.
- Free HR Guild Membership for one year for networking purposes

LEARNING OUTCOMES

Strategic Thinking *Confidence and Impact*
Technology & Innovation Commercial Acumen
Leadership and Board Insights Technical Skills

Figure 2

Upon successful completion of the programme, delegates will be presented with a certificate at the HR Guild's Autumn Dinner. It is hoped that delegates will formally join the HR Guild and add to the alumni of HR professionals willing to 'give back' to future cohorts of the programme, mainly through mentoring on successive courses.

Nominations for the Programme

Interested candidates for the HR Leadership Programme should either be nominated by - or have the endorsement of - their Head of HR before applying for the programme.

The application for this HR Leadership programme should be completed on-line via the HR Guild's website www.hrprofessionals.org.uk

The Nominee will be contacted by the Course Directors to ensure that the programme objectives are compatible with both the Nominee and Sponsor aspirations. This conversation will also help with the mentor matching process.



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Programme Fee

The cost of the HR Leadership Programme is £2500 + 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 inaugural HR Leadership Programme are welcome from now until 30 June 2018.

Individuals are requested to complete the Application Process on-line which is accessible via the HR Guild's website on 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

Scholarships Provided By:

The HR Guild Charitable Trust



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- 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".*

Open Evening and Further Details

There will be an HR Leadership Programme Open Evening for Heads of HR and their prospective delegates on **20th June 2018** from 6 pm to 7.30 pm. Alternatively, interested parties should contact the Clerk, John Renz, for further information at info@hrguildleadershipprogram.org.uk

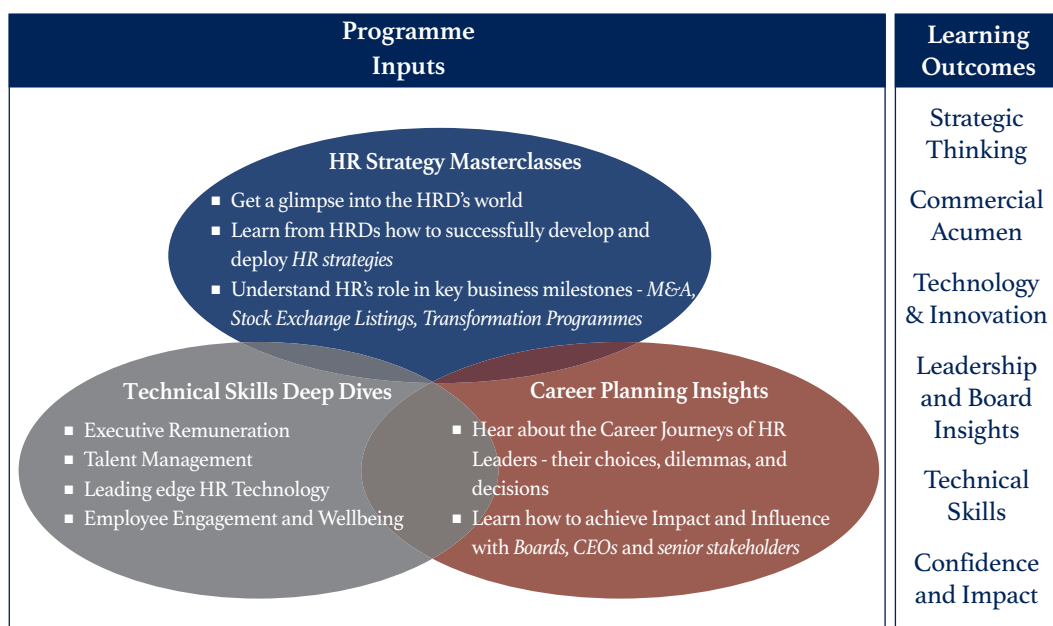


Figure 3

Contact Details for the HR Guild: The Clerk, The Guild of Human Resource Professionals, 10 Fitzroy Square, London W1T 5HP.

General Enquiries: info@hrprofessionals.org.uk and **Programme Enquiries:** info@hrguildleadershipprogram.org.uk

Website: www.hrprofessionals.org.uk



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HR LEADERSHIP PROGRAMME

2018 – 19 SPEAKER HIGHLIGHTS

Valerie Hughes-D'Aeth

Group Human Resources Director - BBC



- Responsible for the design and implementation of BBC's HR strategy, and full range of HR Functions
- Valerie holds a B Com degree from Birmingham University, a post-graduate diploma in HR and is a Fellow of the CIPD

Danny Harmer

Chief People Officer – Metro Bank



- Responsible for all aspects of looking after Metro Bank's people and enabling its culture and values
- A chartered Fellow of the CIPD, Danny has worked in banking for nearly 20 years

Annette Andrews

Human Resources Director – Lloyd's of London



- Responsible for the design and implementation of the Global HR and Talent Strategy for Lloyd's of London
- Annette has an BA combined honours degree, an MBA and is a Fellow of the CIPD

Mark McLane

Global Head of D&I – Barclays

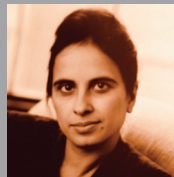


- Mark oversees the delivery of Barclays' industry leading, global D&I strategy
- He holds a BS in Business Management from the University of Scranton, Pennsylvania

PERSONAL SKILLS DEVELOPMENT

Rani Bains

Chartered Psychologist & AOEC Accredited Coach



- Specialises in assessing and developing leadership capabilities

Jennifer Powell

Director, The Resolution Partnership



- Specialises in communication, coaching and facilitation

Siobhan Sheridan

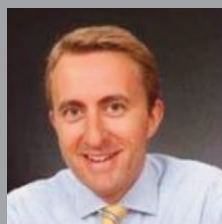
Director, Civilian Human Resources, MoD



- Siobhan is responsible for a workforce of 57,000 civil servants at the MoD
- Prior to this, Siobhan has held leadership roles in NSPCC, Defra, DWP, and the Private sector
- Siobhan holds an MA in Coaching and Mentoring and is a Fellow of the CIPD

Paul Hucknall

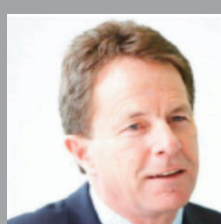
HR Director – Old Mutual Wealth



- Paul has extensive financial services experience with Lloyds Banking Group, ING and Nat West
- Has been responsible for People Strategy, Talent, Leadership, Development, Performance & Reward, Employee Relations and Policy

Peter Cheese

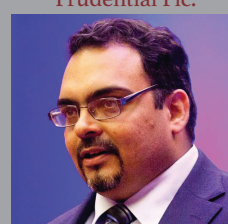
Chief Executive – CIPD



- Peter writes and speaks widely on the development of HR, the future of work, and key issues like leadership, culture, and skills
- He holds an honorary doctorate from Kingston University of Bath, and is a Fellow of the CIPD

Apoorva Chandra

HR Director, GHO and Head of HR Africa – Prudential Plc.



- Extensive HR experience (incl. talent and reward) at Prudential and Johnson & Johnson
- Associate Fellow, Warwick Business School
- Guest Faculty Cambridge Judge Business School (both specialising in Leadership and HR)
- Apoorva has an MA and is a Fellow of the CIPD

Acknowledgments: The HR Guild wishes to thank the following organisations for their contribution to the development and support of this programme. Audacity Associates; the City HR Association; the Corporate Research Forum (CRF) and Leadenhall Consulting.