

# HR National Leadership Programme



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

Programme starts October 2022



**DEVELOPING HR LEADERS FOR THE FUTURE**

Professional Development through Masterclasses, Mentoring and Fellowship



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# 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
- Individual assessment to understand strengths and leadership styles
- Personal Development Planning
- Action learning sets to provide peer mentoring and 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 Guild
- An understanding of how livery and guilds operate and the chance to participate in HR Guild activities
- One year associate Guild membership with an invitation to accept the Freedom of the Guild on completion of the programme and a reduced fee for one year of full membership in the year after programme completion



# Core Content

## HR skills- developing a broad perspective of the function

1. People data, analytics, and business performance insights
2. The future of reward and recognition
3. New paradigms in managing culture and performance

## Executive skills - deepening commercial insight across the business

1. Automation and people: digital, AI and robotics, and skills planning
2. Leadership and Organisation Development
3. Crisis management; responding to VUCA and post-pandemic change



## Working with the CEO, management team and Board - understanding the strategic context

1. Imagining the future of work driven by accelerating trends in the way people work and live
2. Building a culture of Equality, Diversity, and Inclusion
3. Conflict and creation - managing positive challenge

## Mentored by a leading HR professional and supported by faculty and co-delegates

1. Build confidence to work in the C-Suite, navigate organisations, influence business outcomes and to manage global HR challenges
2. Plan how to optimise your skill-set to advance your career in HR.
3. Understand how to act as a leader to your own HR function

**All content will be of a global nature and delivered or supported by a mix of leading people specialists and practitioners.**



# Programme Focus and Learning Outcomes

## 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
- Understand 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 Guild fellowship

## Learning Outcomes

**Strategic and critical thinking**

**Commercial acumen**

**Future-focus**

**Professional confidence and impact**

**Leadership insights and development**

**A broader, deeper professional network**

