**THE HR PROFESSIONAL**

**Learning Outcome 4: ACTIVITY 2**

**SMALL GROUP ACTIVITY**

**The impact of working within a code of conduct/agreed professional standards**

**Aim:**

### The aim of this activity is to explore the impact that a code of conduct has on the approach taken by HR professionals.

**Objectives:**

* To explore and understand the impact of a code of professional conduct or professional standards framework.
* To challenge personal approaches to work in light of understanding.

**Task brief:**

Working in your group you will focus on one of the following professional codes of conduct:

* CIPD Code of Professional Conduct (https://www.cipd.co.uk/about/what-we-do/professional-standards/code)
* SHRM Bylaws and code of ethics (https://www.shrm.org/about-shrm/pages/bylaws--code-of-ethics.aspx)
* AHRI Bylaw 1 Code of ethics and professional conduct (https://www.ahri.com.au/\_\_data/assets/file/0013/4414/By-Law-1-Code-of-Ethics-and-Professional-Conduct\_updated-October-2016.pdf)

**Part one:**

Review the code allocated to your group.

* Identify the difficulties and barriers faced when seeking to work within this?
* How could this help you deliver a more professional and ethical HR service?
* How would your practice need to change?

Present the results of your discussions in a visual to enable comparison with the groups reviewing the other codes.

**Part two:**

Review the visuals developed by your class and consider how these are similar or different. What does this reveal about the role of HR today and expectations placed on this?

**Outcomes:**

You will develop a visual summary of the implications of working within a code of professional conduct.

**Time:** 30 minutes for part one, 15 minutes for part two.