



Message from the Chair

I do hope you enjoy this newsletter: it's a wonderful opportunity to review 2022, the KSA's centenary year. I believe it's a true testament to the spirit of one-hundred-years-worth of scholars that the Association has reached this milestone and continues to go from strength to strength. There is so much to look forward to in the coming year, but let's look back first. Our Centenary Dinner was held in March in the pitch-perfect surroundings of the Imperial War Museum, where 200 scholars and guests gathered. As it was our first dinner for two years, we were able to present two cohorts of scholars with their certificates, as well as bringing together scholars from all over the world to celebrate. AND there was dancing, surely a first for a KSA event. My boundless thanks to Vice Chair Kathryn Pritchard and her team – Holly Collins, Ruairidh Cumming, Grace Girling and John Ryder – for making it all happen.

The second major 'tent-pole' event of 2022 was our centenary panel discussion about the life of the man whose name unites us, the first Lord Kitchener of Khartoum. Vice Chair Charles Bryant moderated a panel of academics, Dr Anne Samson and Dr Keith Surridge who gave us enriching insights into 'K of K' and his continuing relevance to us today. If evidence were needed as to just how fascinating the discussion on decades of his extraordinary life was, there was barely enough time to recall the elements of his life we tend to remember first – the powerful *Your Country Needs You* recruitment poster and his untimely demise on HMS Hampshire. Reports on the two Centenary events are provided in this newsletter.

This is my last 'Chair's letter': I handed over the reins to my very worthy successor, Simon Piggott, at our recent AGM. I'm incredibly grateful to all of you for being part of this wonderful association and supporting me as your Chair. I've said many times that I've never met a Kitchener Scholar who I wasn't absolutely fascinated by and that has held true throughout my years as Chair. As the daughter of a Scholar - my father, Jack Crook, was also Secretary of the Fund and Association - and a Scholar myself, the KSA has been part of my life since I was born. I'm grateful to have had this opportunity to serve Scholars more deeply and, I hope, bring us closer together as an organisation. I'm also proud to have been able to put the Association on a strong administrative footing, with a paid secretariat, closer links to the LKNMF and a business plan, during my tenure. I've been in post for seven years, was Vice Chair for several years before that and have been on the Committee for 30 years. Time for a change!

I know Simon will do a wonderful job as Chair of the KSA. I'm grateful to him and to the Committee for their unstinting support and incredible hard work to make it all happen behind the scenes. I must thank in particular, Vice Chair Charles Bryant and Treasurer John Ryder, both of whom also stood down at the recent AGM. They have been utterly brilliant in supporting and steering the KSA. John has run our finances with breath-taking efficiency and elegance for 11 years and Charles has organised our business plan, four careers panels, five newsletters and our centenary panel. Quite a track record!

My thanks also to our fabulous President, Lady Emma Kitchener, whose unfailing support and encouragement has been a complete joy in the many years I've been involved with the Association. There's so much to look forward to in the coming year. Simon and our Committee have fantastic plans for 2023 and I know I'm leaving the KSA in very safe hands. Here's to the next 100 years of Kitchener Scholars!



A tribute to Susan Saunders from Lady Emma Kitchener, LVO

Susan is an exceptional human being. I have seen her grow from a little child into an amazingly competent, talented, kind, thoughtful and wonderful woman. She has worked so hard for the KSA in every way possible, giving her time, knowledge and advice freely and expertly. We all love her. Possibly no one as much as me. Thank goodness she is remaining part of the wider Kitchener family as a Trustee of the Lord Kitchener National Memorial Fund. We are so grateful for all she has done and will do.

Incoming Chair's Message: Simon Piggott

I was delighted to be nominated and appointed Chair of the KSA at our AGM on 17th January although I admit to a degree of nervousness trying to follow in Susan Saunders' footsteps. Some of the older amongst you may recognise my name as I was the Honorary Secretary of the KSA from 2010 to 2014. Since this time, the KSA under Susan's leadership has gone from strength to strength, broadening events away from just the core three – the Annual Dinner, St Paul's Memorial Service and Remembrance Sunday – to include Careers Panels, an Academic Panel and social get-togethers.

So, who am I? In addition to my former role at the KSA, I have been a Council Member of the Lord Kitchener National Memorial Fund since 2014, an interviewer of prospective scholarship candidates over the last three years and, as of last December, a Trustee of the Fund and Chair of its Scholarship Committee. I read Engineering at university, and initially worked in heavy chemicals on Teesside as a mechanical engineer. I was awarded a Kitchener European Scholarship to study at INSEAD, the international business school based in Fontainebleau, and was eligible thanks to my mother's service as a meteorologist in the WAAF during the war. I have enjoyed a pretty varied range of careers, having worked as an investment banker for 13 years in London and Frankfurt, subsequently running a large amount of Network Rail's procurement. Latterly I have been a bursar at large independent day-boarding schools in the East Midlands. I retired a couple of years ago and embarked on a Masters in the History and Philosophy of Science at UCL. Having recently completed that, I now have more time to devote to the KSA and the LKNMF. I was very grateful for my Kitchener Scholarship back in 1986 and am pleased that I can give something back to the Association and the Fund over and above financial donations.

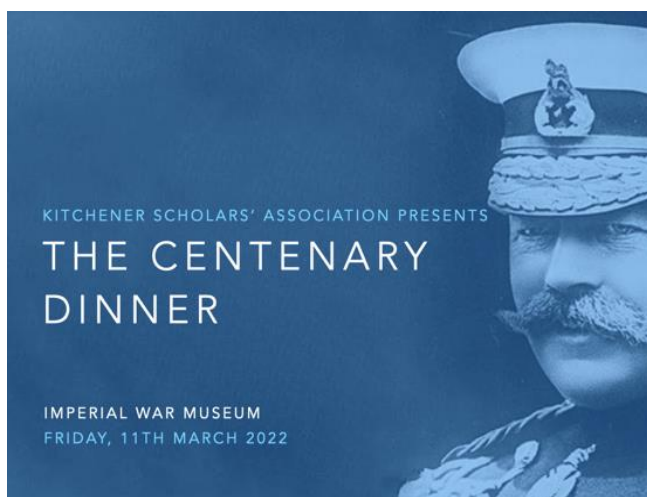
Do I have a vision for the KSA? Well, I would hope to encourage as many Kitchener Scholars as possible to engage with our three core annual events. All who attend seem to really enjoy them. The Committee is aware that we need to make it easier for Kitchener Scholars to meet up at their respective universities and we need to facilitate Kitchener Scholars making these contacts, subject to prevailing data protection rules. And we could probably set up a few more socials for the younger Kitchener Scholars in London – the first of these is on 15th February at the King's Head pub near Waterloo. Social media should make this easy and we do have a LinkedIn KSA Group, a Facebook page and an Instagram page. We can, I know, be a little London-centric but we do from time to time try to push events outside the capital. Details of the LinkedIn Group, other social media and upcoming events are set out on Page 18.

But let us know if you had suggestions about what you would like the KSA to offer – even better if you would step forward and help organise any additional activities. You are all a terrific, diverse and energetic group of people and you will have a lot of fun mixing and networking! In essence, I want to continue the good work of Susan and the Committee to ensure the KSA remains a thriving, vibrant, fun and relevant Association of individuals at the same time as paying our respects to Horatio Herbert Kitchener and those Scholars who laid down their lives to serve their country. I look forward to meeting lots of you at this year's Annual Dinner on 10th March at the Army & Navy Club.



Report on the Centenary Dinner

Kathryn Pritchard, Vice Chair



This year's historic celebrations began with a Centenary Dinner on Friday 11th March at the Imperial War Museum. Following a sparkling reception up on the terrace and a warm welcome from our Chair Susan Saunders, we saw the presentation of new awards to one of the biggest cohorts of Kitchener Scholars in recent memory - with 34 scholars receiving their certificates on the night.

Downstairs, under the Spitfire, not a seat was left empty, with 200 scholars and guests sitting down to a fantastic three-course dinner prepared by the wonderful Imperial War Museum team, in a scene reminiscent of KSA Annual Dinners of yesteryear (if with more fantastic women and jazzy dresses and a slighted less regimented look!) - as the photo used in our dinner menu shows below.

A big thank you to everyone who attended and to our Dinner Sub-Committee for their work in making the event a successful evening - in particular John Ryder, Ruairidh Cumming, Grace Girling and Holly Collins.



Kitchener Scholars' Association second annual dinner 1923



MENU

2022 KSA Centenary Dinner

STARTERS

Severn and Wye Smoked Salmon, Cucumber, Crème
Fraiche, Radishes, Capers, Rye Bread

OR

Vegetarian: Chef's choice

MAINS

Gressingham Duck Breast, Confit Duck Leg
Croquette, Dauphinoise Potatoes, Caramelised
Chicory

OR

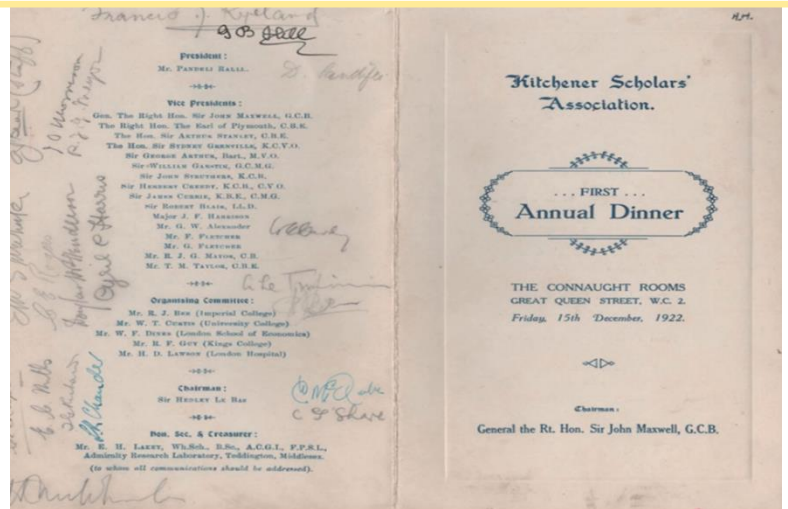
Maple glazed Butternut squash, Charred Tenderstem Broccoli,
Warm Minted Ancient Grains, Kalamata Olives (V)

DESSERT

Chocolate Fondant

WINES

Stormy Cape Chenin Blanc, S. Africa
Stormy Cape Shiraz, S. Africa



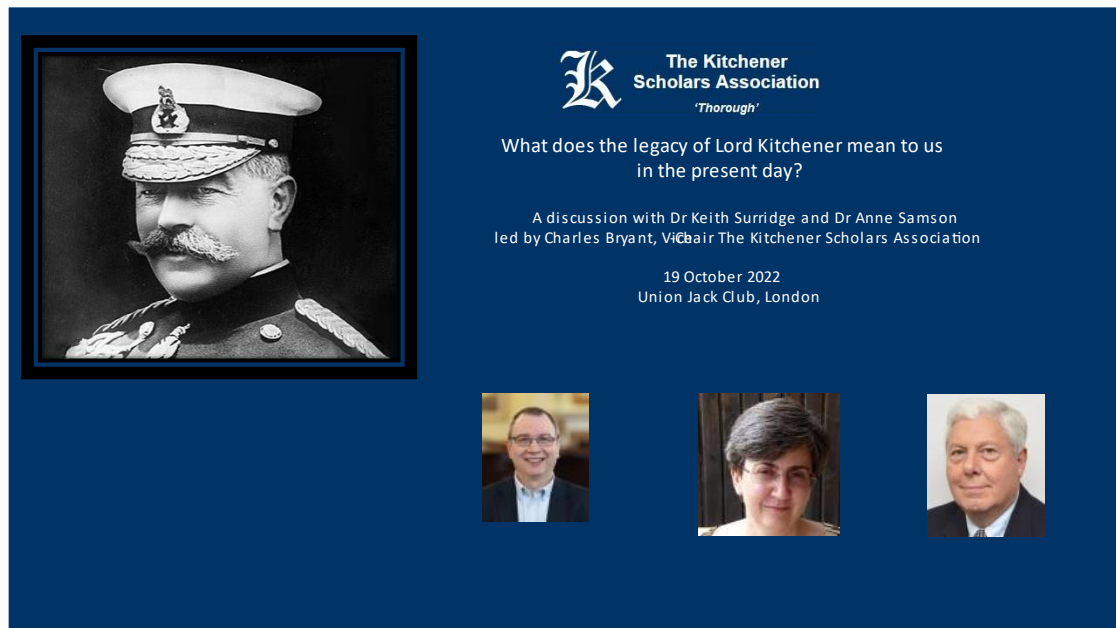
Menu for the first KSA annual dinner, 1922



Centenary Academic Panel: 'What does the legacy of Lord Kitchener mean to us in the present day?'

Charles Bryant

As part of the Association's Centenary celebrations, an informative and lively event took place on the evening of 19th October 2022 in the comfortable surroundings of the Gascoigne Room at the Union Jack Club, in Waterloo, London. The panel was also streamed to a remote worldwide audience. As is customary, the event permitted lots of opportunities to network with Scholars and a wider community of family members and people interested in history.



This panel was designed to illustrate what we can learn about leadership style, crisis management and personal courage from an iconic career which had its fair share of 'superstar' success and many challenging life experiences. By focusing on the relevance of Lord Kitchener to the present generation a stimulating 'Question Time' type discussion of Kitchener as a human being occurred with high audience participation. Many attendees admitted to a superficial knowledge of Lord K and gained insights into the period in which he lived, and ways in which we today can learn from his exploits and character.

Our panel speakers were:

Dr Anne Samson: an independent historian who is the author of the most recent biography 'Kitchener: The Man not the Myth' (2019), as well as numerous articles on wars in Africa and other themes including the role of the historical novel in writing history.

Dr Keith Surridge: an associate professor at the University of Notre Dame, which involves teaching students its London history programme. He has published two books and many articles and chapters on the South African War 1899-1902 and Victorian imperial and military history, including a chapter on Kitchener in the book 'Victoria's Generals'. He is currently working on a book on the Battle of Omdurman.

Readers are able to access a Podcast of the event on YouTube at <https://youtu.be/3yYUGG11Gc>

The discussion was started by Anne questioning the audience on their knowledge and expectations. In providing an overview of the life of Lord K, she emphasised and illustrated his interest in peace, his peripatetic life in many countries and his background as something of an outsider in British society. For example, he was educated in Switzerland and not at a Public School, trained at the Royal Military Academy in Woolwich rather than Royal Military College in Sandhurst, and joined the Royal Engineers rather than an elite cavalry or infantry regiment.

Keith drew out the key milestones of his military exploits with a view divided into four segments: Egypt/Sudan; South Africa; India; and the First World War. This included his meteoric rise in the ranks of the Egyptian army which was separate from the British Army given the country's status as an autonomous part of the Ottoman Empire but under British rule. This led to his long and determined campaign to avenge the death of Gordon in Sudan, where Gordon acted as Governor General.

The switch to South Africa to rescue the troubled British campaign was recounted including the military and political controversies over the guerrilla campaigns and concentration camps. Following the end of hostilities, Lord K played a key role in the success of the peace talks. He spent a few years in India as C-in-C and survived a bruising disagreement with the Viceroy whilst strengthening the security of the Indian Empire against external threats, chiefly Russia.

His final episode as Secretary of State for War was a hugely demanding challenge in which his clarity of thinking on the scale of the warfare and obvious lack of preparedness led to the raising of the New Armies ('Your Country needs You'), clearly a decisive intervention which could be said to have led to eventual military success. The stresses and strains of relationships with political colleagues, and debates over war strategy and munitions took their toll. Finally on a mission to rally support from the Czar, he met an untimely death.

In concluding, the panellists made some revealing and amusing observations on Lord K's social relationships, collecting hobbies, religious faith and freemasonry. His taciturn image and shyness could be contrasted with an irascibility under pressure and at the same time a well-seasoned sociability. Audience members came away with a transformed insight into our figurehead.

St. Paul's Memorial Service

Simon Piggott

Our memorial service at St Paul's was held on Sunday 6th June, the closest Sunday to 5th June, which was the date when, in 1916, *HMS Hampshire* struck a mine laid by the German minelaying submarine *U-75*. *HMS Hampshire* was carrying Lord Kitchener from Scapa Flow on a diplomatic mission to Russia, just days after thousands of sailors had died at the Battle of Jutland. Despite hitting the mine only about one and half miles off the coast of Orkney, 737 perished, including Lord Kitchener, as *HMS Hampshire* quickly sunk in a Force 9 gale, and lifeboats which had been lowered were smashed against the side of the ship in very heavy seas. Only 12 survived.



HMS Hampshire: Courtesy of the BBC



*The last photograph of Lord Kitchener alive, taken on 5th June 1916, as he boarded HMS Iron Duke from HMS Oak to meet with Admiral Lord Jellicoe at Scapa Flow.
Courtesy of the Imperial War Museum*



The memorial to the sinking of HMS Hampshire at Marwick Head on the coast of Orkney

This was the first full, post-pandemic memorial service. In contrast to the very high level of attendance at this year's Remembrance Sunday service on Horse Guards Parade, turnout at St Paul's was a little low, almost certainly due to the extended Platinum Jubilee weekend with its two extra bank holidays on the Thursday and Friday and the fact the Crypt was unavailable for tea. That said, it was a beautiful evensong, as ever, and we continue to have our "bespoke" service in the All Souls' Chapel with its monument to Lord Kitchener. Our service in the Chapel this year was led by Canon Chancellor Dr Paula Gooder and a wreath was laid by Susan Saunders.



Remembrance Sunday

Charles Bryant

The annual commemoration service took place at the monument to the First Lord Kitchener of Khartoum on Horse Guards Parade on 13th November 2022. This followed the firing of the salute in full view (and earshot!) of our group at the beginning and the end of the two-minute silence. The service was very well-attended with over sixty scholars and friends participating. The KSA's President – The Lady Emma Kitchener LVO – laid a wreath at the foot of the monument. The service contained the well-established tradition of ten recent scholars calling out the names of the 108 Kitchener Scholars who fell during the Second World War.



Many attended the moving march-past of veterans of the armed forces and others organised by the British Legion along Horse Guards Road. It was very inspiring to feel the warmth and enthusiasm as they marched past. Following the service and march-past, Lady Emma, and her husband – The Lord Fellowes of West Stafford – generously hosted a very convivial curry lunch in The Great India restaurant on Lower Sloane Street. This proved to be a superb networking event with very well-received short remarks from Lady Emma Kitchener and Chair Susan Saunders standing on chairs! Scholars are encouraged to attend when they can.



Tribute to Lt Colonel David Hamilton MBE

Susan Saunders

On 7th April 2022, we lost the wonderful David Hamilton. Very sad news indeed for the KSA. As Secretary of both the Lord Kitchener National Memorial Fund, and the Association, David's impact was immeasurable. He brought both organisations 'into the 21st Century,' with some excellent IT skills, managing databases, wrangling GDPR and creating efficient communications systems. A career soldier, rising to the rank of Lieutenant Colonel in the Royal Engineers, David brought a can-do attitude and infectious enthusiasm to everything he did - as you can see in the lovely photo of him and Lady Emma Kitchener - and everyone he worked with. Despite ill-health in recent years, he remained involved until the very end as our Assistant Secretary, helping organise the Centenary Dinner behind the scenes. He touched the lives of so many Kitchener scholars with his warmth and was always the brightest light in the room. I know you will hold David and his family in your hearts.



Annual General Meeting of the Kitchener Scholars' Association

Neal Clifton, KSA Secretary

The Annual General Meeting of the Association was held at the Guildhall complex in London on 17th January 2023. Susan Saunders had earlier in the year announced her decision to stand down as Chair at this AGM. In her final oral report, her final AGM, she described 2022 as a fantastic year. It was of course the KSA's Centenary, and its longevity was a testament to the spirit and quality of our Kitchener Scholars, following the legacy and example of the first Lord Kitchener. Susan reminded the meeting of the highly successful and enjoyable events held during the year which are described in detail elsewhere in this Newsletter. Susan felt proud that she was leaving the Association with an enhanced feeling of togetherness. She had felt privileged to lead the KSA in its Centenary year and wished it well for its next century.

Susan ended by thanking all members of the committee for their contributions, in particular John Ryder who was standing down as Treasurer (but will continue to support our new Treasurer Fran Cumming) and Charles Bryant who was not seeking re-election as Vice-Chair. Charles had done so much for the Association and its members with responsibility for the newsletter and academic and careers panels. Susan paid tribute to the late Lt Col David Hamilton and to the current Secretary of the Fund, Lt Col Mervyn Bassett both of whom had worked to forge closer links between the KSA and the LKNMF.

In his report John Ryder presented and explained the cash income and expenditure statement for the year ending 30th September 2022, his eleventh set of accounts. Subscriptions continue to rise although there are still members not paying the correct £20 annual subscription. The LKNMF continues to provide some financial support. The overall bank balance, adjusted for one or two year-end cut off issues, was just short of the target of £12,000. John said how much he had enjoyed the role.

Simon Piggott was elected as our new Chair. He warmly paid tribute to Susan noting that she had very successfully broadened the scope of activities and ambition of the KSA beyond the three core events held each year. Farewell presentations were made to Susan, John and Charles. See photos overleaf.

The Officers and Committee Members were duly elected or re-elected. Holly Collins and Jack Rutledge have left the Committee as they pursue their chosen busy careers: Holly with officer training at RAF Cranwell and Jack in teaching through the Teach First programme. We thank them for their time and contribution. We welcomed new members, who had volunteered to join the Committee at various times during the past year: chartered accountant Fran Cumming (Treasurer); Fay Margo, who runs her own marketing and PR company serving private equity and venture capital firms; and Beccy Page, a teacher at Devonshire House Prep School. We are delighted that Ruairidh Cumming was elected to the vacant position of Vice-Chair.



Susan Saunders being presented with an KSA engraved Dartington crystal vase by Jim Rothwell. Susan had served 30 years on the Committee and seven years as Chair. She remains a Trustee of the LKNMF.



John Ryder (R) being presented with a KSA engraved Dartington whisky glass by Ruairidh Cumming. John had served for 11 years at Treasurer of the KSA.



Charles Bryant (R) being presented with a bottle of best claret by Simon Piggott. Charles had served for five years as Vice Chair, during which time he has been your Newsletter Editor, the organiser of Careers Panels and the organiser and moderator of 2022's Academic Panel on the life of Lord Kitchener.

Report from the Lord Kitchener National Memorial Fund

Lt.Col. Mervyn Bassett BEM, Fund Secretary

Thanks to an exceptionally generous legacy from former Kitchener Scholar, Dr George Dunscombe, the LKNMF had around £2.5m of funds invested at the end of March 2021, a very material increase from 2016 when the Fund had around £600,000 invested. Financial markets have not been kind since 2021, not least because of the terrible war in Ukraine, but the Fund finds itself in a good position. It is the Fund's income from these investments, plus donations from Kitchener Scholars and certain third-party funding, which enables the Fund to award scholarships. Historically, the Fund has tried to budget around 20 scholarships each year. Third parties which provide funding include Mid Kent College, which provide the training facilities and resources for the Corps of Royal Engineers (Kitchener was of course a Royal Engineer) and BAE Systems plc. This year the Blythe Sappers, an organisation of serving and former Royal Engineer officers donated funds for a further five scholarships. Finally, Annington Homes, which acquired the MoD's married quarters estate in 1996, is also providing funding. This gave the Fund more financial firepower than historically has been the case and we were able to award 30 Kitchener Scholarships in total – a bumper year.

The Fund has two aims for the future, for which the Investment Committee is budgeting: an increase of the Scholarship to £2,000 per Scholar and the introduction of a post-graduate award scheme for Kitchener Scholars pursuing certain post-graduate studies. As the Newsletter goes to press, this post-graduate scheme is being launched.

Applications were received from children of parents from all three services. As always, the selection process was difficult. Provided candidates can demonstrate a certain academic minimum standard, interview panels are always looking for lively candidates with a good range of extra-curricular and outside interests. The vast majority of successful candidates have all gone on to Russell Group universities to study a wide range of subjects from arts, humanities, social sciences and natural sciences to more vocational courses such as medicine, engineering and even counter-terrorism, intelligence and cybercrime.

The Trustees' Report and Accounts are filed with the Charity Commission and more detail is available in these documents.

There have been a few moves within the Executive Committee. Derek Coltman has been involved with the LKNMF for over 40 years and Chair of the Scholarship Committee for the greater part of that. He is stepping down and I know that you will join me in thanking him for his dedication, commitment and guidance to the LKNMF and in particular its Scholarship Committee over these years. Simon Piggott was appointed as his successor.

Finally, I must mention the Centenary Dinner held at the Imperial War Museum earlier this year. Lady Emma Kitchener, both your and our President, along with the Council and Trustees, were absolutely delighted with the attendance especially as COVID had held us back for two years. To mix with the Scholars, both old and new, brings home very quickly the family atmosphere that the KSA is all about.

Diversity & Inclusion

Kathryn Pritchard and Simon Piggott

With the Fund secretary Mervyn Bassett attending KSA Committee meetings, and more recently Simon Piggott having a foot in both the KSA and Fund committees, the KSA has been highlighting the need for diversity and inclusion amongst scholars. For some years now, the annual intake of female scholars has outnumbered male scholars. Ethnicity information has been required on application forms for some time. From 2023, noting that the most selective universities are moving towards ever more contextual considerations when making offers, the KS application form now includes a social mobility question, information regarding type of school attended and more detailed questioning about sources of funding for applicants' forthcoming university careers.

The Rise of Hybrid work – how are you, and your organisation faring?

Alistair Stokes

Working as an HR consultant for EY, I've spent much of the last year discussing what the Future of Work really means for organisations and their employees. Many of us will have had some first-hand experience of this, in the rapid rise of hybrid and remote working - accelerated as a result of the pandemic. In fact, as I watched the World Cup and celebrated Christmas, it struck me that this significant change is one of the few where it can genuinely be considered that pre-Covid 'normality' has not returned – and looks unlikely to do so in the future.

Despite many businesses and organisations now having defined what hybrid working looks like to them, my experience is that few consider themselves to be managing it well. Notwithstanding examples such as Elon Musk's instruction to Tesla and Twitter employees to return to the office full-time, a 2 – 3 split is most common. Two or three days spent 'together' in the place of work, sometimes with one defined 'anchor' day, with the remaining flexible.

The rationale behind these policies has been two-fold. They acknowledge the importance of retaining employees' sense of flexibility and empowerment. Workers remain able to choose where and when they work, delivering the wellbeing and productivity benefits associated with having done so. Hybrid working policies also facilitate time together, providing opportunities to help preserve and grow those more intangible organisational qualities: culture; a sense of teaming and purpose; development through social learning and role modelling (whereby young individuals starting out on their careers learn by observing and osmosis); and, though many may be afraid to admit it, a sense of managerial control.

Getting this right for everyone is challenging, but a goal worth pursuing. Despite the possibility of a recession, the UK labour market remains tight. The challenges around recruiting the right talent to meet strategic ambitions has resulted in an ongoing struggle to retain the talent organisations already have. Despite remote working being viable only for certain roles, evidence demonstrates it is now a strong preference for employees. Thus, a well-implemented hybrid policy will not only help organisations keep the workers they have, but better attract those they don't. Additionally, these new strategies have helped many organisations reduce costs and deliver value through reducing office space or hiring remote-only employees. A 'best-fit' approach to HR designs policies around organisations strategies, sectors, workforces and cultures - often meaning there is no hybrid silver bullet. However, I've found there are some easy steps that you and your organisations can take to help make hybrid working a success.

Experiment: Question whether your current hybrid policy is as effective as it could be. This assessment can include: the productivity of you or your team; the extent of collaboration or innovation; a sense of culture; or employee experience. Then change, test, and review the ways in which you work to make informed decisions on what offers the best outcomes, both for you and your organisation.

Align where you are with what you're doing: Consider the different types of work you and your colleagues do on a daily and weekly basis. This may sound obvious, but co-ordinate the work you do together, and that you do individually, so it is completed in the most efficient location. Team charters can help as they set shared expectations on the type of work that should be done from where and when, to the benefit of everyone. Think innovation and collaboration in the workplace - and 'focus time' at home.

Leadership and communication: Research by Microsoft found that 38% of hybrid employees reported their biggest challenge is knowing when and why to come into the office, and only 28% of leaders had helped to define these parameters. Leaders, and how well they communicate, will play a key role in establishing the why, when, and how of the office – the office needs to be worth the commute.

On Wednesday 15th February from 6pm, the KSA will be hosting an informal after-work social get-together at The Kings Arms pub in Waterloo. If you've found this article interesting, or even if you haven't(!), it would be great to see you there. Alternatively, if you'd like to discuss this or anything to do with HR and the Future of Work, do connect with me on LinkedIn [HERE](#).

Lifelong Learning

Simon Piggott

As someone at the age of 60 who has just completed his third degree, the former Editor invited me to write a short piece about the merits of lifelong learning. Following my engineering degree and a few years working in the heavy chemical industry on Teesside, I pursued an MBA. I was never going to be an inventor or product designer in the mould of a James Dyson, and an MBA offered a route into more general business and management. Clearly this was an example of learning for professional development and advancement, and not least pay and rations, given this country has somewhat undervalued its engineers for many decades relative to Continental Europe. My MBA afforded me the opportunity of mixing with people I otherwise would not have mixed with individuals from different nationalities, coming from a wide range of backgrounds, sectors and professions.

My advice to any young person starting out in their career is that you will have to be proactive about seeking out professional development opportunities. With perhaps only a few exceptions, few employers will serve up training and development programmes on a plate. As someone who later in their career ultimately held the organisation's training budget, if an employee came with a well thought out proposal for development and training, ideally with a business case, I was always happy to approve the proposal.

Finally, the pace of change in the economy is for ever accelerating - witness the speed of the Industrial Revolution compared to the Digital Revolution. The chances are that those starting out in the world of work will have to change job and indeed careers multiple times, in contrast to a generation ago. Learning and the addition of skills can support this. To sharpen my own credentials when looking to change career in a particular direction, I personally invested in a one-week course on project management.

Moving away from the working world, I am an even stronger advocate for lifelong learning. The brain is an important muscle which needs exercising just as much as other muscles which we exercise in the gym. Dementia is horrible and anything I can do to protect against it, I will try. Retiring at a time when my younger daughter was embarking on sixth form and my elder daughter was about to start university, I felt it set a good example for them to see me working in my study for my Masters in the History and Philosophy of Science.

Lifelong learning sparks social engagement and again that opportunity to mix with people one might otherwise not mix with. Through my Masters, I have a gang of about eight fellow former students who are all really interested in the History of Science ranging in ages from 22 to 45. In addition to a witty WhatsApp group, where we post photos of anything interesting we come across relating to the history of science, we have met up in London several times for an exhibition and trips to the pub. I am not sure I would be socialising with such a diverse and younger group.

Many people embark on learning a creative hobby, such as cooking, knitting, crocheting or woodworking, and report on the deep satisfaction they develop. However, despite my wife's encouragement about cooking, my latest project is to try and achieve a decent level in Spanish.

So, I would encourage everyone, at whatever stage in life, to make the effort to learn new skills and try out new hobbies. And my top tips for all of you: learn to touch type and keep your IT skills up to date!

Energy Transition in an Age of Climate Change Crisis

Mike Lakin

The World is arguably staring down the barrel of a serious energy crisis of which the key causes have not been tackled early enough due to lack of forward thinking. Perhaps if a more military approach had been taken 10 or more years ago, the 'short-termism' that is the result of the energy crisis and its transition could have been better managed and its future consequences limited.

There are lessons to be drawn with WWII when Churchill was aware of the increasing chance of War in Europe during the mid-1930s based on the facts, yet most other politicians seemed to have been in denial, because understandably they did not want another war rather than recognising that tough decisions earlier might prevent worse consequences later. I believe we are seeing a similar denial about energy transition and what is now required to have any chance of being able to effectively achieve within the required timeframe.

Equally, reading about Kitchener, and hearing about him in the academic panel discussion last October, it occurred to me that if he had been presented with the key facts about energy, he would have proposed the tough decisions and showed the determination we know Lord Kitchener demonstrated in his life, which would have ensured we were better prepared for transition than we are today.

Based my own experience of officer training in the 1990s and the 'appreciation' process, one just needs to assess the facts to properly prepare for the 'mission'. The 'mission' in this case, is to reduce the use of greenhouse gas-emitting fuels in order that the global temperature increase is limited to 2°C by 2050 and prevent a potentially catastrophic tipping point in climate change. Evaluation of all the 'energy facts' suggest this would have and can still help to determine, pragmatically, the various realistic plans of approaching effective transition, and in turn allow the selection of the best clear plan most likely to achieve it.

The facts are plain with the dilemma simple enough and based on indisputable facts. Firstly, that over the last 50+ years, the world (whether we like it or not) has become dependent on oil or gas (hydrocarbons) for 80% of its energy. This is not surprising since it is plentiful, relatively cheap and a highly effective source of energy that can switched on and off when it's needed and is also the raw material for so many of the products we all take for granted. Secondly, one cannot simply switch off hydrocarbon use without a secure and achievable source of energy and raw material to replace it. Thirdly, that having essentially switched the traditional source of finance for new exploration for oil and gas off in 2016-17 (due to the unregulated rush to adopt ESG - Environmental, Social and Governance investment policy) there is now not enough oil and gas - creating the supply problem.

Finally, that this supply problem is the fundamental cause of the current global cost of living crisis due to the increased costs of oil and gas on which global transport, agriculture (notably fertilizer), heating & lighting, and manufacturing are 'all' still dependent. For more background information on this, see [Envoi Article](#)

It is arguably too late now to manage an easy transition away from oil and gas and where there does not appear to be a clear plan to effectively replace it. The current crisis will only worsen unless very tough decisions with changes to all our lives are agreed, accepted and implemented.

Let us hope we find a modern Lord Kitchener with his ability and reputation for getting things done to motivate the World's leaders and motivate both the developed and developing World's population to accept and change their lifestyles in a way to achieve an effective energy transition.



Your LinkedIn Group needs you !!

As an early adopter, the KSA first established its presence on LinkedIn in October 2008. The Association now has over 140 members in its LinkedIn Group, which represents around thirty per cent of the total number of KSs paying their subscriptions. The Group is overseen by our new Chair, Simon Piggott, who together with the Secretary authenticates the names of those seeking to join it against the central records held by the KSA and therefore can give you the assurance that this is designed as a secure community only open to KSs. [They are also responsible for the Association's other social media assets across Facebook, Instagram and Twitter that we use to alert members to KSA events and the like, in addition to email and Mailchimp. They welcome interaction on these media too!]

Whilst the KSA Committee appreciates that not all Scholars are on the platform, it is very keen to encourage those who are to join our very own LinkedIn Group. It is pretty much the only way, for example, to understand the current professional make-up of our membership and their sectors, allowing us to gauge whether there might be merit in arranging a one-off networking event for those in the legal world, for example, who appear to be well-represented there. Equally, it has been known for the Committee to find panellists for the Association's popular careers events from amongst those on the LinkedIn Group. The greater the volume of KSs on it, the greater likelihood of "lost" Scholars stumbling back across the Association and re-joining us too. You may also have ideas for topics or matters of interest, however weighty or day-to-day, that might stimulate a debate or information flow of value to our community.

Clearly, KSs should also be encouraged to reach out bilaterally to other members and seek to connect directly with potentially useful contacts - it is certainly something that many KSs get into the habit of doing. Finally (and particularly), KSs in the early stages of their professional lives should be encouraged to include reference to the Scholarship on their CVs - this (ahem, 1991) Scholar still does! Your LinkedIn profile obviously represents the online equivalent of that document, whilst the authentication exercise carried out by the Chair and the Secretary provides additional confirmation to a potential recruiter that you are indeed a Scholar - invaluable! So why not check out this great KSA resource for yourself and "join up" today here: <https://www.linkedin.com/groups/974787/>

Jim Rothwell

Subscription reminder - please check you are paying the right amount.

The annual subscription to the **KSA** for **ALL** members is just **£20**, payable on 1st October. **It would be appreciated if you could check your standing order to the Association and renew/update where necessary.**

There is a standing order form on the website - and the account details for online banking are:

ACCOUNT NAME: Kitchener Scholars' Association

BANK: NatWest

SORT CODE: 60-03-25

ACCOUNT NUMBER: 03808742

Thank you!

Kitchener Scholars 2022

Name	Subject	Institution
Neve Bagshaw	Criminology	Nottingham Trent University
Lilibet Blythe	Classics	Queens' College, Cambridge
Elizabeth Bourne	Psychology	University of Durham
Olivia Boyd	History	Liverpool John Moores University
Holly Brennan	Drama and Theatre Arts	University of Birmingham
Harry Bryant	International Relations	University of Durham
Morgan Carr	Biomedical Science	York St. John University
James Clarke	Computer Science	University of Nottingham
Ella Clements	International Relations	University of Durham
Cody Cochrane	Aero-Mechanical Engineering	University of Strathclyde
Samuel Curwen	Economics and Management	Loughborough University
Tom Dickinson	Social Policy	University of Bath
Samuel Elviss	Geography	University of Exeter
Jessica Fitzsimons	Music	University of Cardiff
Oleander Hall	Biology and Economics	University of St. Andrews
Charles Heardman	History and Political Economy	King's College, London
Georgia Howell	Medicine	University of Southampton
Honey Hughes	Textiles	University of Edinburgh
Sophie Johnson-Ferguson	Classics	University of St. Andrews
Isabel Kitto	Japanese Studies	SOAS, London
Eliot Lakin	Product Design Engineering	Loughborough University
Antigone Lee	Medicine	Hull York Medical School
Alexander McDermott	Politics and International Relations	University of Durham
Kirsty McLachlan	Music	Churchill College, Cambridge
Eleanor Miller	PPE	Wadham College, Oxford
Edward Mortimer	International Relations	University of Newcastle
Madeleine Oliver	Geography	St Catherine's College, Oxford
Megan Smith	Counter Terrorism, Intelligence & Cybercrime	Portsmouth University
Hanna Tarnowski	Marine Biology	University of Newcastle
Hannah Taylor	Medicine	Clare College, Cambridge
Joseph Thomson	Modern and Medieval Languages	Gonville and Caius College, Cambridge

We look forward to welcoming you to the KSA and presenting you with your certificate at the Annual Dinner on 10th March!

Your KSA Committee

Chair	Simon Piggott
Joint Vice-Chairs	Kathryn Pritchard & Ruairidh Cumming
Secretary	Neal Clifton secretary@kitchenerscholars.org
Treasurer	Francesca Cumming
Newsletter Editor	Simon Piggott (<i>interim</i>)
Social Media	Beccy Page
Other Committee Members	Jim Rothwell, John Ryder, Alastair Stokes, Grace Girling, Fay Margo
Webmaster	Sara Thornton, WebHolism

Merchandise

The merchandise shop on the website has a delightful selection of distinctive items for sale all bearing the Kitchener Scholars' Association logo. Orders can be placed through the website and will be despatched promptly!

www.kitchenerscholars.org

KSA Social Media



<https://www.facebook.com/groups/kitchenerscholars/>



<https://twitter.com/KitScholars>



<https://www.linkedin.com/groups/974787/>



<https://www.instagram.com/kitchenerscholarsassociation/>

Upcoming Events

Wednesday 15th February: After-work Get Together. Venue: The Kings Arm Public House, 25 Roupell Street, Waterloo, SE1 8TB. Timing: From 6pm. We have a private room and there will be money behind the bar!

Friday 10th March: The Kitchener Scholars' Association Annual Dinner and Award

Ceremony Venue: Army & Navy Club, 36-39 Pall Mall, London SW1Y 5JN. Timing: Drinks reception from 7pm; Dinner 8.15pm; Carriages 11pm. Check your emails for details about how to apply for tickets or contact the secretary, Neal Clifton secretary@kitchenerscholars.org

Sunday 4th June St Paul's Evensong and Memorial Service: Further details including timing in due course but likely to be 3pm.

Sunday 12th November Remembrance Sunday Venue: Horse Guards Parade. Timing 11am. Again, further details in due course.