

EFFECTIVE EMPLOYEE NETWORK LEADERSHIP 2022

THE OWER OF STAFF NETWORKS
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Introduction

One of our greatest challenges is to lead, support and develop colleagues at work. This programme of work is designed to build the 'leadership capabilities' of Chairs /Co Chairs, Vice Chairs and other influencers of staff networks who are entrusted with both the strategic leadership and the development of their members.

Aim

To empower leaders to take a more active role in improving outcomes for staff by equipping them with tools, skills and competencies to be outstanding leaders of their staff networks (and beyond their tenure).

Why develop leaders of Staff Networks?

- Much is written about leadership but it is traditional in its approach and not shaped by inclusive alternatives;
- Less is written about 'professional leadership in equality, diversity and inclusion' and the important part it plays;
- To help move the leadership of 'difference' from emotional responses to competencies to improve our knowledge, skills and abilities;
- It makes sound business sense: outstanding teams often have outstanding leaders;
- To encourage minority leaders to become majority leaders.



Why are Staff Networks important?

- Staff networks are a pipeline of talent and leadership ability, and while we recognise the important role they can play in helping to improve outcomes, it needs to be acknowledged that there is a further challenge about building the capacity, confidence and capability of staff networks;
- Where they are properly developed and supported, they can save money and add value to their organisations by improving services and employment practices, uncovering innovation and supporting transformational development initiatives;
- Staff networks also play a crucial role in sharpening and channeling an authentic employee voice as well as building organisational capacity around inclusive behaviours
- Staff Networks build the reputation of an employer as one that values equity and fairness and listens to staff who when not at work are community members and potential service users.

Below are three separate but complementary offers supporting staff networks (can't see what you're looking for? Get in touch)

Leading your Staff Network: Stepping Stones to Success

This workshop is very popular because it aims to empower leaders and equip them with practical tools to help the staff network be more effective. Whether you are new to your role or looking to take your Staff Network to the next level of impact and engagement, this motivating and hands-on workshop will look at:

- What knowledge and skills outstanding network leaders need to demonstrate? (Could link to internal leadership programme)
- 21st Century Staff Network Leadership in the UK: What does this look like?
- How do you engage and get buy-in from your stakeholders?
- What areas of leadership would you need to explain, challenge and build competence in?
- Moving from purpose to outcomes
- Operating strategically and collaboratively

Benefits for attending:

For Individuals:

- *Develop* Leaders who are more strategic, resourceful, resilient, innovative and creative in developing, building and promoting the network;
- *Shape* the Network leadership agenda and give voice and rigor to a dynamic called '*inter-sectional leadership*';
- *Learn* from interactive sessions with discussion, pairs work, group work, role play, action planning and bringing real life issues;
- *Learn* from other Chairs: how their networks were built and continue to survive in challenging times;
- *Tips* on how to gain, then keep the ear of your sponsor / senior influencer;
- *Take away* competencies, tools and templates to help you with implementation and actions;
- *Delivered* by trainers and authors who understand the complexities of starting-up and sustaining an effective staff network.



For Staff Networks:

- Increased understanding of their role and position as critical friends to their organisations;
- Build leadership competence into programme planning with enhanced strategic competence;
- Gain greater clarity about the importance of dovetailing the Staff Network Action Plan in-line with the Corporate/Service Plan and working collaboratively with senior management and sponsors;
- Understand and appreciate the notable opportunity for continuing professional leadership.
- Know your network value proposition



For participating organisations:

- A cohort of future inclusive leaders who demonstrate leadership competence and champion difference;
- Staff Networks who are better equipped to agree a business deal with mutual trust;
- Engaged and active staff networks lead to engaged and active employees;
- Internal collective and authentic voice working collaboratively with senior management to deliver quality and in so doing equality outcomes.

Round Table Symposiums or Focus Groups

We devise and facilitate insightful and inspiring discussions to get staff networks, Board Members, or other teams enthused, engaged or to unearth an underlying challenge. The sessions are aimed at informing, engaging, empowering educating and sharing better practice. The opportunity here is to gain profile, and engagement by bringing together experts and audience.

Coaching and Mentoring (including Reverse Mentoring)

We will also provide tailored individual and/or team coaching or mentoring sessions. All coaches are fully qualified. The rate for hourly sessions is negotiable.

Bespoke Offerings

We realise that staff networks may need specific support. We can devise something bespoke for your networks and organisation.

Why our approach works

We have extensive experience of working across different sectors with different employee networks serving a variety of workplace communities. In addition, we have worked with over 200 organisations and gained a good understanding of some of the complexities encountered by staff delivering on the network and wider inclusion agenda. Our workshops strike the right balance between strategic thinking, and practical insights.

Meet the trainers



Cherron Inko-Tariah MBE:

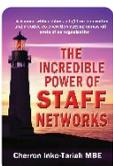
Cherron is the author of *The Incredible Power of Staff Networks*, Managing Director of the Power of Staff Networks Consultancy and founder of the UK's first national day recognising employee networks



Rasheed Ogunlaru (associate) is an experienced trainer in inclusion, networks and leadership. He is also a business coach, author and speaker



Rob Neil OBE (associate) is a first class facilitator, coach, and public speaker. Experienced in delivering inclusion training to organisations and networks



The Power of Staff Networks – Helping networks tap into their P.O.W.E.R.

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