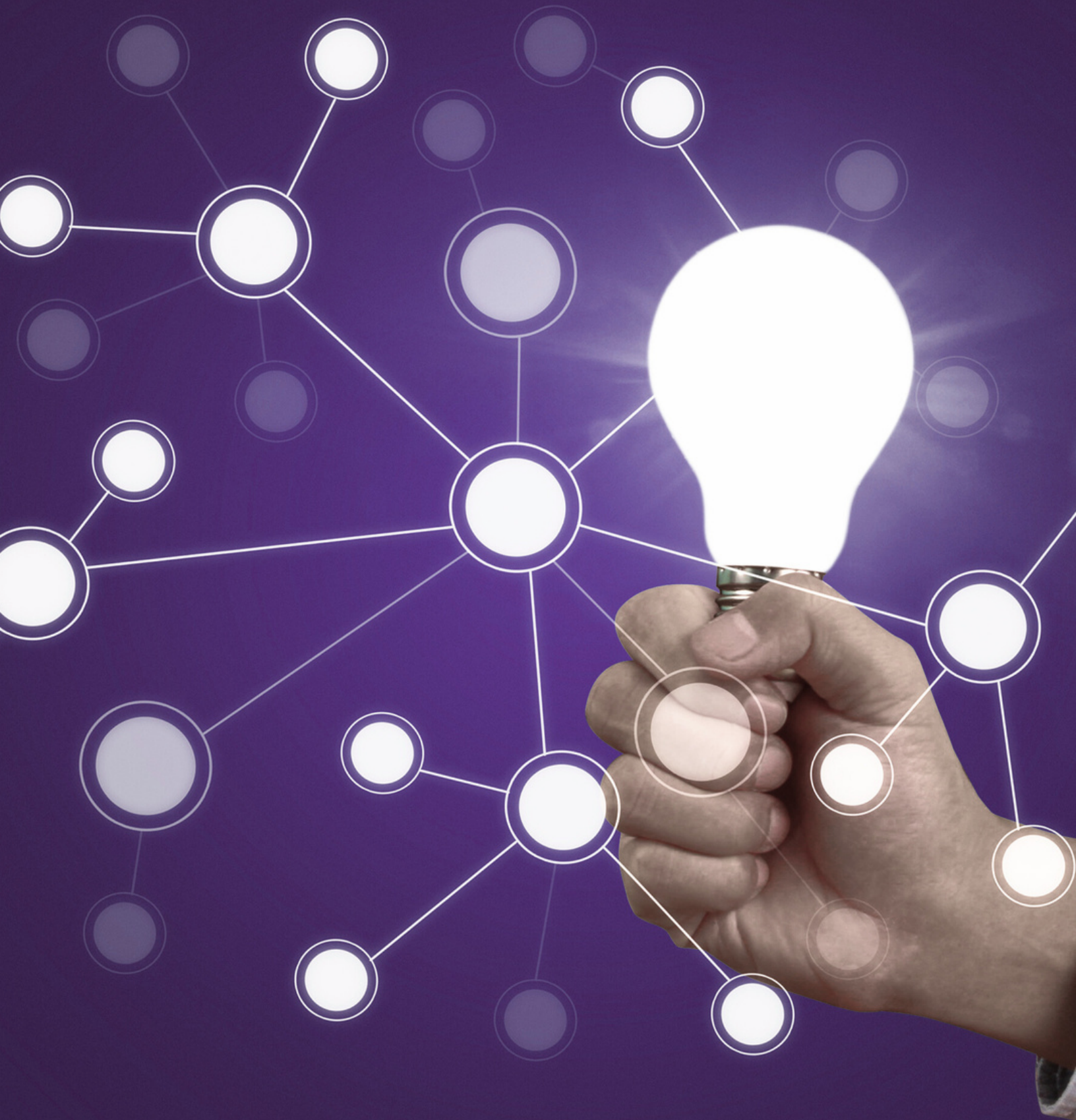


The Power of Staff Networks™





About Cherron Inko-Tariah MBE

CEO & Founder, The Power of Staff Networks

Cherron is a former civil servant and has undertaken leadership roles in various policy and strategic positions across Whitehall, including working with Ministers and Permanent Secretaries. In 2012, Cherron took a leap of faith and left the Civil Service to follow her passion; staff networks. After publishing her book: The Incredible Power of Staff Networks, Cherron founded The Power of Staff Networks consultancy where she provides a wide range of services.

In 2017, Cherron also founded the National Day for Staff Networks which takes place every May - the first of its kind celebrating the added value of networks.

During her career, she has achieved a Post Graduate Diploma in Human Resource Management, and a Masters Degree in Employment Studies and Human Resource Management. She studied with the Chartered Institute of Personnel and Development (CIPD) and is also **qualified as a career coach with ILM**. In 2011, Cherron received an MBE for services to HM Government and young people in the faith community.

She served as a non executive director at Homerton Healthcare from 2018 until 2024. During that time, Cherron co-founded the Seacole Group - a national network for NHS NEDs from ethnic minority backgrounds.

About POSN

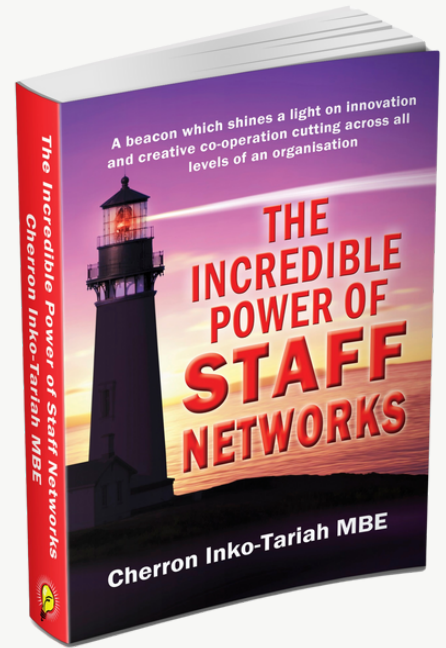
The Power of Staff Networks offer a broad range of development services for staff networks and the wider organisation.

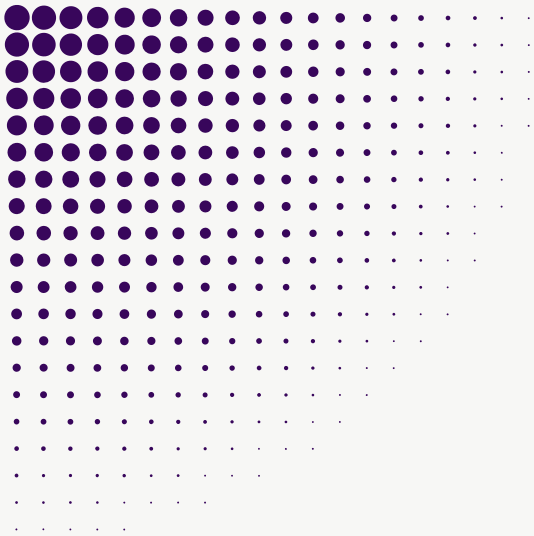
How we started

The 'Incredible Power of Staff Networks' book was published in 2015 - making it one of the first books written for networks in the UK. It makes the business case for staff networks so that board members, those in HR and anyone involved in the corporate health of an organisation can tap into the powerful resource of their staff networks.

It also offers practical insight into how to run an effective staff network that can have a positive impact on its members, wider organisation, and the bottom line.

This resource is for you if you want to start or strengthen an effective staff network, develop better relationships with senior managers in the organisation, or understand the business case for employee networks. Ten years since it was first published, this book is needed more now than ever!





It's more than a book...

The Power of Staff Networks™ is a consultancy which specialises in empowering employees. We equip staff networks to be effective and influential drivers of change for their members and wider organisation. We believe that a staff network with a strong credible voice increases employee engagement, enables effective decision-making and boosts productivity.

We help leaders to understand that staff networks can be a rich source of influence that can change the culture within an organisation. The Power of Staff Networks™ shows staff networks how to tap into their P.O.W.E.R! Our approach to providing services is founded on effective relationships, a full understanding of client requirements, exploiting new opportunities, managing risk and delivering to a high standard.

P.O.W.E.R Principles

- P** **PURPOSE** - potentially a powerful resource
- O** **OPPORTUNITY** - to strengthen inclusion and voice
- W** **WISDOM** - to constructively work together as a team
- E** **EXPECTATIONS** - understanding and managing these
- R** **RESPONSIBILITY** - to members, organisation and community

Our Services



Our work goes beyond staff networks. We also deliver sessions on Race confidence, microaggressions and allyship.



Training and Workshops

Our workshops are practical, interactive and relevant to your business requirements. We focus on working with staff/employee networks and organisations to explore and identify the resources and tools they need to achieve desired outcomes.



Coaching

Our coaches can help you navigate challenges in your staff network, career or goals. All coaches are qualified, experienced and have adaptable approaches (see pages 9-12)



Consultancy

We are a solutions-orientated consultancy specialising in employee networks, reverse mentoring, personal development, leadership, facilitation, diversity, inclusion & equality. We also offer bespoke packages and are happy to discuss your specific requirements



Building R.A.C.E. Confidence

Our 'Let's Talk About Race' sessions aims to encourage, support and inspire transformational conversations about race and delivering greater race equity in the workplace. See [more](#)

Flagship Programme

Empowering Networks Development Programme

Our CPD certified **Empowering Networks Development Programme** 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.

Who is this programme for?

For employees leading or supporting employee networks in the workplace.



Course Objectives

- 1 Strengthen understanding of the role and benefits that networks bring to both employees and the organisation.
- 2 Explain the responsibility / accountability as network leaders.
- 3 Provide tools and strategies to build stronger staff networks, improve employee engagement, and create a more inclusive workplace culture.

This interactive training course is designed to equip participants with the practical skills and essential knowledge needed to create, develop, and sustain effective staff networks within an organisation.

What's covered?

This popular programme 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 programme will look at:

- What knowledge and skills network leaders need to demonstrate?
- Your role as Network Leaders
- Moving from purpose to outcomes
- Operating strategically and collaboratively



Empowering Networks Development Programme

The benefits for staff networks include:

- 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;
- Know your network value proposition

Programme Delivery

We have a flexible approach to delivery:

- Four 90 minute online sessions (spread over up to 3 months)
- Two in person half day sessions
- One in person full day session

We also hold a follow up session 3 months after the last session.



Programme Participants

To encourage discussion, engagement and full participation, our programmes are capped at 15 delegates.

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.



Supporting the Eco System



Empowering Employee Network Sponsors Masterclass



★★★★★
"It was so valuable and I would definitely recommend"

This exciting 90 minute masterclass enables current and emerging **employee network sponsors** to develop and strengthen the necessary skills to succeed in the role as they support employee networks.

Topics include:

- Increase understanding and knowledge of the role of the Executive Sponsor
- Understand your responsibility / accountability as leaders

This masterclass has been carefully crafted based on insights from sponsors and champions.

Other Programmes

Beyond Performative Allyship

This 60 minute interactive session walks you through how we can move beyond the performative. Workshop includes the allies journey, and practical ways of how to demonstrate upstanding behaviour.

Understanding Microaggressions

The workshop explores the definition of microaggression, how they manifest and what do you do if you experience or committ a microaggression? Delegates will leave with clarity and practical strategies.



Our Coaching Services



Do you need help in getting things on track? Or perhaps you want to identify the next step in your career? Maybe you're leading a staff network and want to get some focus? Coaching can help with all of these and more.

Coaching brings a number of benefits such as:

- Helping you define goals, discover strengths, and choose the right path.
- Accountability with regular check-ins to keep people on track,
- Refine your job search strategy to help you to sharpen your CV, and interview skills.
- Confidence Boost: External feedback builds self-assurance during transitions

Misconceptions

- ***“It’s only for executives.”*** Wrong! Career coaching benefits everyone, from new graduates to seasoned professionals.
- ***“It’s too expensive.”*** Don't see this as a cost but rather as an investment. One pay rise or better job fit can more than offset the cost.
- ***“I can figure it out myself.”*** mmmmm really? Even top athletes use coaches to reach peak performance.

The following pages has details of our fantastic coaches or you can visit our [page](#) for more information.

Carol Stewart

Carol is an Executive, Career and Leadership Coach, Coaching Psychologist, Speaker, Trainer, and author of *Quietly Visible: Leading With Influence and Impact as an Introverted Woman*.

She coaches leaders to lead with confidence, influence, and impact — specialising in introverted leaders, women, and underrepresented groups.

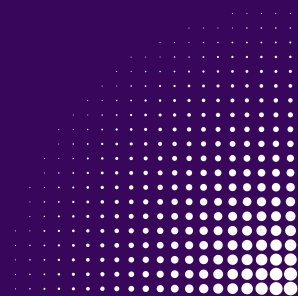
She also partners with organisations to create psychologically safe environments where people feel they belong, enabling people and performance to thrive.

Her clients have enhanced their leadership effectiveness, gained roles such as Chief Operating Officer, Head of Learning and Organisational Development, and Director; achieved promotions and career changes; overcome stress and imposter syndrome; developed resilience and confidence; improved public speaking; and reached peak performance.

Carol takes a trauma-informed eclectic approach, drawing on coaching psychology, neurobiology, and leadership models including behavioural, cognitive behavioural, acceptance and commitment, emancipatory coaching, positive psychology (emotional intelligence, strengths, values) and Transactional Analysis.

Carol holds an MSc in Coaching Psychology, MSc in Psychology, and a PG Diploma in Management Studies. She is a Fellow of the Institute of Leadership and Management, a Member of the Association for Coaching, and the British Psychological Society Division of Coaching Psychology.

To book a complimentary coaching exploration, get in touch with [Carol](#)



Colleen Russell

Colleen Russell is an Organisational Psychologist with a Master's degree in Organisational and Business Psychology, her work specialises in coaching, stress reduction, and workplace wellbeing. She works with both organisations and individuals to promote healthier, more effective ways of working, with a strong focus on mental wellbeing, resilience, and sustainable performance.



Colleen Russell is an Organisational Psychologist with a Master's degree in Organisational and Business Psychology, her work specialises in coaching, stress reduction, and workplace wellbeing. She works with both organisations and individuals to promote healthier, more effective ways of working, with a strong focus on mental wellbeing, resilience, and sustainable performance.

Her practice is grounded in evidence-based psychology, offering practical strategies that help clients reduce stress, improve focus, and lead with clarity. Colleen supports individuals through one-to-one coaching, and partners with organisations to deliver tailored wellbeing initiatives, workplace diagnostics, and leadership development programmes.

She has contributed to workplace performance projects with NASA space agency and the NHS, equipping her with a unique understanding of high-pressure environments and the psychological tools needed to thrive within them.

Colleen also offers special packages for solo entrepreneurs seeking to align their wellbeing with their business goals. These include personalised coaching, workplace assessments, and brand messaging audits ensuring that websites and communications authentically reflect the values behind the business.

Whether working with a founder, a corporate team, or a public sector organisation, Colleen brings a warm, strategic, and empathetic approach to her work. Her mission is to help clients create meaningful success both professionally and personally by building mentally healthy, purpose-driven ways of working.

Hira Ali

Hira Ali is an inspiring leadership development specialist, executive coach, and award-winning author dedicated to advancing equity, inclusion, and allyship in the workplace. A Professional Certified Coach (ICF) and accredited NLP practitioner, she also brings knowledge and practice of trauma-informed coaching, combining rigour with compassion in her approach.



She serves as an advisory and think tank member at various organisations and was recognised as one of the Top 50 influential Muslims in Europe, including the UK.

Through Advancing Your Potential, the consultancy she founded, Hira has supported clients globally with one-to-one interventions, group coaching, and facilitated leadership programmes.

Her practice incorporates approaches such as Appreciative Inquiry, the GROW model, Co-Active coaching, and her 7-Step Self-Coaching Process, enabling both individuals and teams to achieve meaningful, lasting change. You can find out more here and book a complimentary 20-minute introductory call with her.

Hira has extensive experience working with colleagues from minoritised backgrounds and HR/partnering teams, with a particular specialism in women's leadership, ethnic minority leadership, and allyship. Hira's coaching is informed by psychology, neuroscience, and lived experience, helping leaders overcome self-sabotage, limiting beliefs, and deeply embedded trauma patterns while stepping into authentic leadership.

Her thought leadership has been featured in Harvard Business Review, Forbes, BBC, The Independent, The Telegraph, and Harper's Bazaar, and her books, Her Way To The Top and Her Allies are widely recognised resources on women's leadership and allyship



Get in touch

If you would like to find out more about our programmes
and masterclasses, please send an email to:
Info@thepowerofstaffnetworks.co.uk

Engage with us across our platforms



@PowerTweets



@POSN_CEO



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