

EFFECTIVE STAFF NETWORK LEADERSHIP TRAINING 2019-2020

Organisations across all sectors are increasingly developing staff networks as they recognise they can play a key role in helping the organisation to achieve:

- **Staff wellbeing**, morale, engagement, productivity, recruitment and retention
- **Safe spaces, support and staff voices** – for staff of similar backgrounds or needs
- **Equality** – for women, BAME staff, LGBT+ staff and all 9 protected characteristics
- **Talent pipeline** and staff and leadership development
- **Ideas, innovation** and organisational improvement

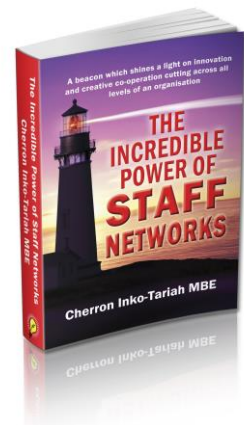
This widening remit and the climate of equality, inclusion, engagement and compliance brings fresh challenges for Staff Network Chairs and members. Many staff networks struggle to start, flourish, grow and achieve their outcomes.

We have a track record of supporting staff network groups and chairs to flourish. We provide innovating and empowering training to help staff network leaders develop the skills needed to run an effective, sustainable network:

- Staff Network Training & Leadership Development
- Symposiums, discussions and learning events
- Bespoke Consultancy and coaching.

Course attendees and their organisations benefit from

- Strategic planning and leaderships skills and development
- Tips, tool and technique to start and grow your network
- People planning and staff and stakeholder engagement skills



“...a unique ability to enthuse people with a deep understanding of the opportunities of staff networks, to make the complicated simple and to empower people to focus on inclusion and the power of difference.” (workshop attendee)

Why our approach works: We have extensive experience and staff network knowledge working across private and public sectors – including over 50 NHS organisations. Our work has included

board and leadership development consultancy and training and gained a good Our workshops strike the right balance between strategic thinking, and practical insights.

Leading Your Staff Network: Stepping Stones to Success Option 1 Starting Out or Option 2 Scaling Up

This empowering 2-day workshop equips leaders them with confidence, know-how and 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.

- Staff Network Essentials – start-up, scale up, roles, responsibilities, stakeholders
- Strategic plans, service offering, business case, stakeholder engagement
- Leadership and influence skills – clarity, confidence, communication
- Member involvement and engagement and promotion
- Making an impact: focusing service improvement, productivity, diversity and talent.

BAME Staff Networks in the NHS

We have developed specific training aimed to help staff networks be effective and influential. Our service is for all staff networks however, we have specifically designed a training course targeting those staff networks serving BAME staff because:

1. The NHS is falling short in developing and progressing its talented BAME staff into senior management.
2. Compared to their white colleagues, BAME staff are less likely to feel that the NHS respects individual differences.
3. We have first-hand experience of the challenges BAME staff networks can encounter as they endeavour to improve outcomes for their members.

Round Table Symposiums or Focus Groups

We devise and facilitate insightful and inspiring discussions to get staff networks, Board Members, stakeholders and teams to address challenges, share best practice and network.

Coaching and 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.