



Terms of Reference: C.R.Y.S.T.A.L CLEAR

It is vital for the ToR to be open and C.R.Y.S.T.A.L™ clear.

C	Challenging and Collaborative - What is it you want to change and who will you work with to get this done?
R	Resourceful - Finances may be limited so how will you operate within a stringent environment? What resources do you already have at your disposal?
Y	Yearning for improvement - Describe how the target group and organisation will improve as a result of the staff network's input.
S	Strengthen the members - Are you looking out for the interests of your members? How do you know this? Evidence? How do you intend to build resilience and empower members of your staff network?
T	Transparent - Is it clear what the staff network is doing? The impact being made? Are you a trusted source of information?
A	Accountable - Who is the staff network accountable to? Who are your critical friends?
L	Lead the way - How will you make a difference for your members and ultimately improve the corporate health of the business? Shine a light on what needs to be improved, how the staff network can provide solutions and shout about your results.

If you use this resource, please:

- Reference Cherron Inko-Tariah and the Power of Staff Networks
- Let us know how it has helped your staff network.