



THE OWER OF  
STAFF NETWORKS

Helping networks tap into their P.O.W.E.R

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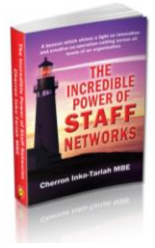
THE OWER OF STAFF NETWORKS  
[www.thepowerofstaffnetworks.co.uk](http://www.thepowerofstaffnetworks.co.uk)  
[Info@thepowerofstaffnetworks.co.uk](mailto:Info@thepowerofstaffnetworks.co.uk)  
[@posnetworks](https://twitter.com/posnetworks)

# The Power of Staff Networks - Overview

## About The Incredible Power of Staff Networks

*"There is a wealth of information and resources on all of the aspects of setting up and running a staff network... Such practical tips will make this book a valuable one-stop resource for anyone running a staff network"*

Ksenia Zheltoukhova, CIPD (read other [reviews](#))



The 'Incredible Power of Staff Networks' 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 a staff network, develop better relationships with senior managers in the organisation, or understand the business case for employee networks! [Order](#)

## 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, entrepreneurial 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™:

**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.

### 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. **See our programmes below**

### Coaching

Our qualified coaches can help you navigate challenges in your staff network or career.

### 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.

### The Power Hub

The Power Hub empowers individuals to take the lead in their personal and professional development. Our high calibre of speakers, practitioners & academics will share their insight on a wide range of topics.

### 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 equality in the workplace.

## About Cherron Inko-Tariah MBE

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.



She is passionate about staff networks and the positive impact these can have on the individual and the organisation. That is why Cherron founded the National Day for Staff Networks - the first of its kind celebrating the added value of networks.

### **Beyond Staff Networks...**

Her work goes beyond staff networks. She is also known for her ability to deliver sessions on Race confidence, microaggressions and allyship.

Cherron has been called a first class facilitator. She knows how to engage with panel members and the audience. She has hosted conferences and events in the UK and abroad such as [MIPIM](#) (Cannes, France), and the ERH Conference in Florida, USA.

She is passionate about helping organisations understand how to be more inclusive, and empowering people to unlock their personal power and realise their potential. She is a dynamic speaker and has been described as impactful, terrifically engaging and brilliant.

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 a qualified career coach with the Institute of Leadership and Management.

In 2011, Cherron received an MBE for her services to HM Government and for her work in the faith community with young people. In 2019, Cherron won Woman of the Community category of the Wise Women Awards. She is also a former Non-Executive Director at Homerton Healthcare and co-founded the Seacole Group (national network for ethnically diverse NEDs and Chairs)

# EFFECTIVE EMPLOYEE NETWORKS PROGRAMME

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?

- Leading a staff network requires specific skills and competencies. Being passionate is a great starting point but not enough to sustain an effective network
- Equips leaders to 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 some of our popular offers supporting staff networks (can't see what you're looking for? Get in touch)

## Network Leadership Programme

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?
- 21<sup>st</sup> Century Staff Network Leadership in the UK: What does this look like
- 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.

## **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.

## Supporting the Networks Eco System

### **Empowering Employee Network Sponsors Masterclass:**

This exciting 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. We encourage sponsors from organisations to join together in an inspiring webinar to learn about the impact they can have.



### **Beyond Performative Allyship**

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

### **Understanding Microaggressions**

What are they? How do they manifest? What do you do if you experience a microaggression? Are you inadvertently committing microaggressions?

## **REVERSE MENTORING: IMPROVING THROUGH INCLUSION**

The Power of Staff Networks believes that any organisation that wants to remain productive, innovative and provide the best service, must have inclusion and belonging at the heart of what it does.

While mentoring has existed for centuries, the concept of reverse mentoring only started in the 1990s. The rationale behind reverse mentoring is to provide an open and honest environment to foster a joint learning experience for the senior management team (mentees) and their mentors (usually less senior members of staff).

### **Reverse Mentoring through the lens of race**

Reverse mentoring through the lens of race helps to create an opportunity for staff from minority ethnic backgrounds to act as mentors to more senior staff, by sharing their experience of the barriers, mirco-aggressions and bias they encounter as employees.

Through the programme, we aim to achieve greater depth of understanding and insight to inform the mentees in their role as leaders, decision influencers, policy shapers, to make better decisions leading to a stronger, more empathetic, compassionate and effective organisation.



### **How we support organisations**

A Reverse Mentoring programme cannot operate as a stand-alone. It needs to be part of a wider approach to inclusion and tied into an overarching strategy so that the impact and effectiveness of the programme can be evaluated. We work with you to identify the best approach for the greatest value to both the participants and wider organisation.

### **Our approach at a glance**

We believe that when mentees listen to understand rather than listen to respond or defend, it enables the start of a mindset shift. We emphasise the importance of having an inquiring or curious mind to help uncover some real truths during the relationship. Listening and learning leads to building empathy, compassion and boosting cultural intelligence. All of these elements contribute to mentees being able to make better decisions and where necessary, challenge peers more effectively.

For more information, send us an email: [Info@thepowerofstaffnetworks.co.uk](mailto:Info@thepowerofstaffnetworks.co.uk)

Our pioneering anti-racist training programme

# LET'S TALK ABOUT R.A.C.E... ...AND THEN TAKE ACTION



Aim: To encourage, support and inspire transformational conversations about race and delivering greater race equality

Length: 90 -120 minutes

### Our Sessions:

- Are devised based empirical evidence
- Developed by experienced facilitators trained in critical race theory and cultural intelligence
- Uses practical examples
- Encourages delegates to think about the action they can take

### Our Approach:

- Many feel uncomfortable talking about race for a myriad of reasons.
- The purpose of these sessions is to help delegates get 'comfortable with the uncomfortable' and provide a compass as they navigate through their journey in understanding their role in taking action on racial inequalities – at an individual level and an organisational one.
- We believe that it is crucial to get the balance right between challenge and support to enable learning to take place. We guide our delegates to the learning quadrant.

### What do we cover?

- What is anti-racism? | Defining racism | Scale of Racism | White Fragility | Privilege
- Our carefully crafted 5 D model walks delegates through the challenges people face when talking about race and steps to deal with them.

### Who do we deliver to?

- Our sessions are for all employees, and we have tailored sessions for Board members.
- insightful webinar answers all these questions and more.





The Stellar Standard is the premier, annual, national recognition that honours and celebrates the outstanding contributions and achievements of staff networks.

The Stellar Standard [The Standard] is an exciting new measure that staff networks/employee resource groups (ERG) can use to benchmark their learning, effectiveness and performance to date.



The Standard also acts as a maturity guide and indicator in respect of good practice which demonstrates how networks are meeting their members' needs, benefitting the wider organisation and building progressive relationships with other stakeholders.

The Standard will offer insightful learning for all participating networks by highlighting the rich contribution of the staff network community to businesses, organisations and wider industry across all sectors in and beyond the UK.

### **How will it help my network?**

Your network is about to embark on an exciting journey! The Standard is looking for networks that are excelling in their work to support members and the organisation. There are 3 stages AND no matter where you leave the process, you will receive feedback to help your network going forward.

To find out more about the Stellar Standard visit: [www.stellarstandard.co.uk](http://www.stellarstandard.co.uk)

Watch the explainer video: <https://youtu.be/R3u7PjuQvoU>



# Our national campaign

## NATIONAL DAY FOR STAFF NETWORKS

Wednesday 14<sup>th</sup> May 2025  
#makingworkbetter

The next National Day for Staff Networks is taking place on Wednesday 14<sup>th</sup> May 2025. This is the world's only day celebrating resource groups, giving formal recognition to the fantastic effort of staff networks operating in the workplace.

### Why a National Day for Staff Networks?

Staff networks offer support to employees from different groups as they endeavour to navigate the processes, systems and culture that may prevent them from progressing and/or being their authentic self in the workplace. They are an effective mechanism of workforce engagement that can provide insight into unseen barriers and devise practical, creative and commercially viable solutions to help address the systemic challenges faced by certain groups. Put simply, effective staff networks are making work better.

### There are three aims of the day:

**Celebrate:** To encourage employers across the UK to acknowledge how staff networks, through their insight, innovation and intelligence, add value and help make constructive use of difference thus improving the corporate health of the organisation.

**Inspire:** To call for all staff networks to collaborate in their celebration and, given the 'intersectionality' of employees, identify ways how they can work together in the future to inspire colleagues and continue to raise awareness and foster inclusion in the workplace

**Transform:** To change the conversation about staff networks so that they are seen as business critical

### For more information:

[www.nationaldayforstaffnetworks.co.uk](http://www.nationaldayforstaffnetworks.co.uk)

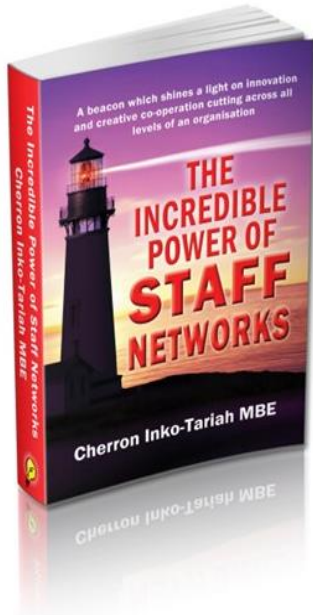
Follow the National Day on Twitter / Insta  
[@Day4Networks](https://twitter.com/Day4Networks) / [@staffnetworksday](https://twitter.com/staffnetworksday)

For a presentation pack, email us:

[Campaignteam@networksday.co.uk](mailto:Campaignteam@networksday.co.uk)



# The P.O.W.E.R of STAFF NETWORKS



NATIONAL DAY FOR  
**STAFF NETWORKS**  
Connect | Inspire | Transform

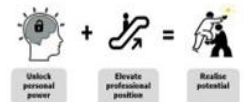
The P.O.W.E.R of  
**STAFF NETWORKS**  
Network Development

**THE GREY AREA**  
DECODING INCLUSION



Building R.A.C.E Confidence

**THE POWER HUB**  
Connect | Influence | Thrive



Tap into your P.O.W.E.R



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[Info@thepowerofstaffnetworks.co.uk](mailto:Info@thepowerofstaffnetworks.co.uk)



@posnetworks (bluesky)



@posn\_ceo