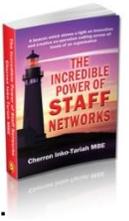


## Top tips for sustaining a staff network



Starting a staff network takes careful thought and strategic planning. Sustaining a staff network requires focus, communication and hard work. Network leaders share their tips.

### What advice would you give to other staff networks?

- Mobilise around shared agenda to gain the most leverage
- Actively demonstrate 'what's in it for me' to executive and Senior managers for cascade
- Leverage Stakeholders in effecting the change you want to see
- Demonstrate where there are mutual benefits and wins
- Report back – don't leave stakeholders hanging
- Celebrate successes
- Ensure that that the network is not working in silo and that there is buy-in on the agenda from the executive team. They can become ambassadors of the agenda and the network needs a role model and champion at the highest level within the organisation, otherwise, it will not work.
- Develop a network of trust
- Support and deliver
- Egos don't help
- Believe in what you do passionately
- Have a clear view of the expectations and responsibilities of the network from the outset.
- Use as many methods of communicating as possible i.e. meetings, emails, virtual chat rooms, social media etc.
- Think about the governance platform for the network. Where will you bring issues when they arise?
- Have a clear strategy aligned with the organisation's business planning and objectives
- Avoid promising and not delivering
- Have a clear understanding of what the organisation is expecting the network to do
- Take it slowly – develop relationships with management
- Seek Board support
- It is ok to start off small
- Focus on particular issues to address
- Seek to understand the real experiences of members staff across your organisation
- Keep going - Be consistent in raising issues, keep raising the profile where appropriate and highlight concern to exec levels with a positive narrative.
- Find champions across the wider organisation, it's ok to have more than one!
- Join with other staff networks – strength in numbers