

National Day for Staff Networks



NATIONAL DAY FOR
STAFF NETWORKS

#makingworkbetter

The Value Continuum

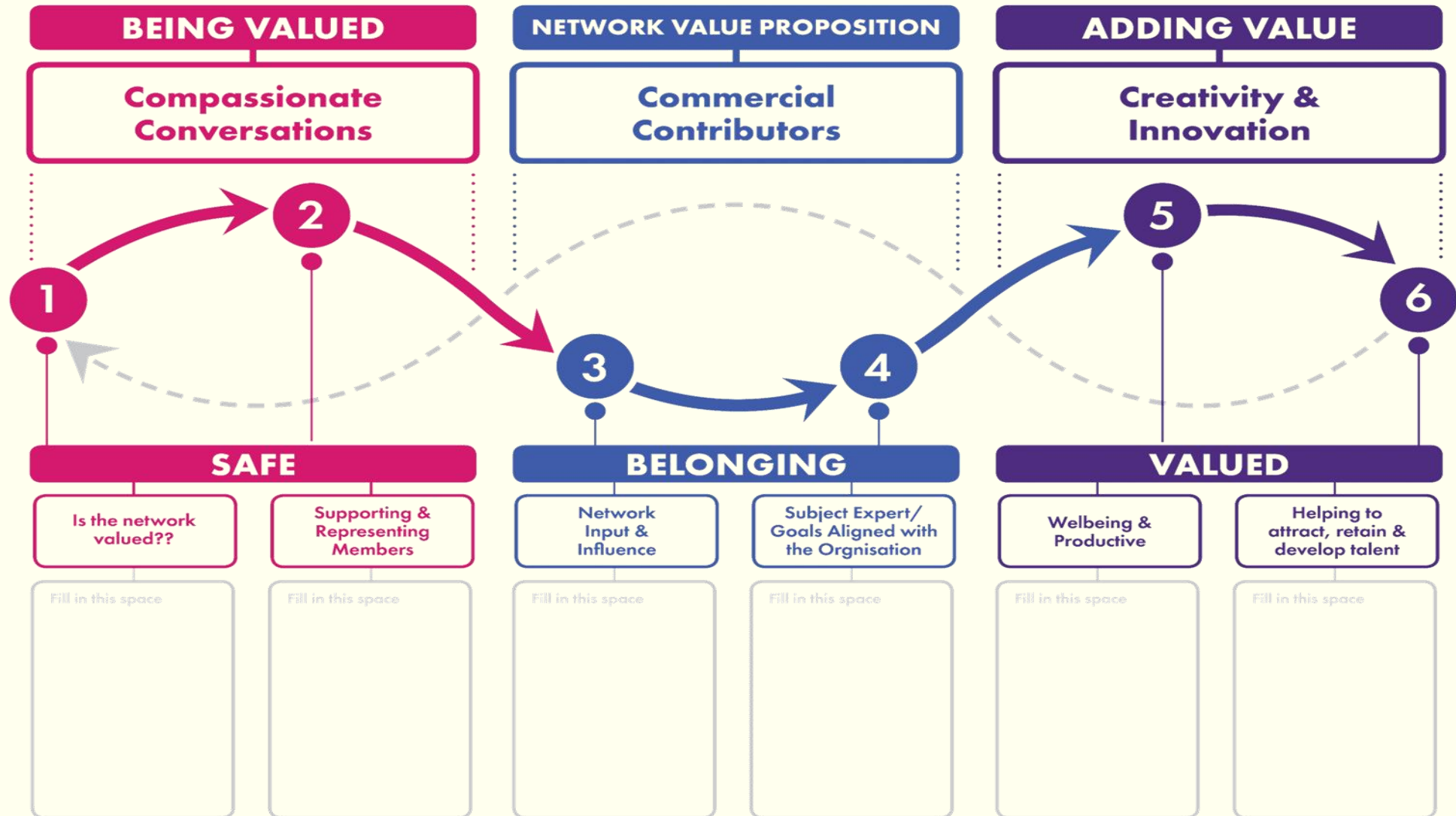
#addingvalue

To get the most from the Value Continuum, read this slide FIRST:

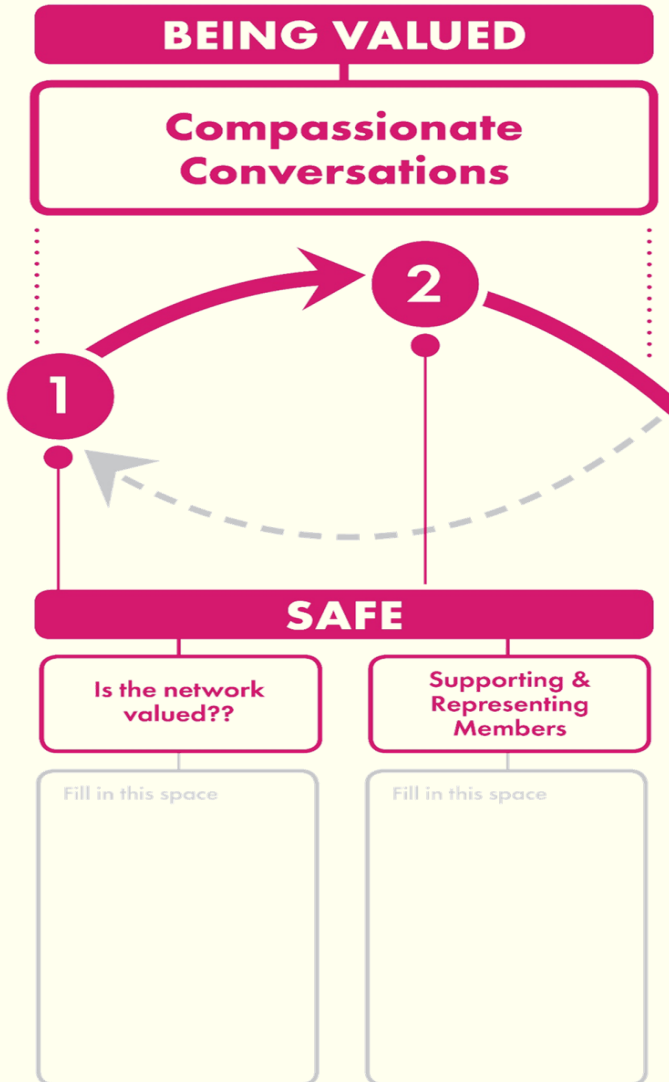
- The Value Continuum is an effective tool to help networks assess their added value
- This should be completed by:
 - Those who lead the network (i.e. steering committee) to identify any gaps in delivery
 - People involved in the network as part of the network's audit
 - Corporate colleagues leading on the inclusion agenda to measure the value of their networks as a community
- The Continuum is divided in to 3 sections and the questions are prompts to help generate a discussion
- If you cannot answer some of the questions, consider how the network should respond



The Value Continuum - at a glance



The Value Continuum - Being Valued



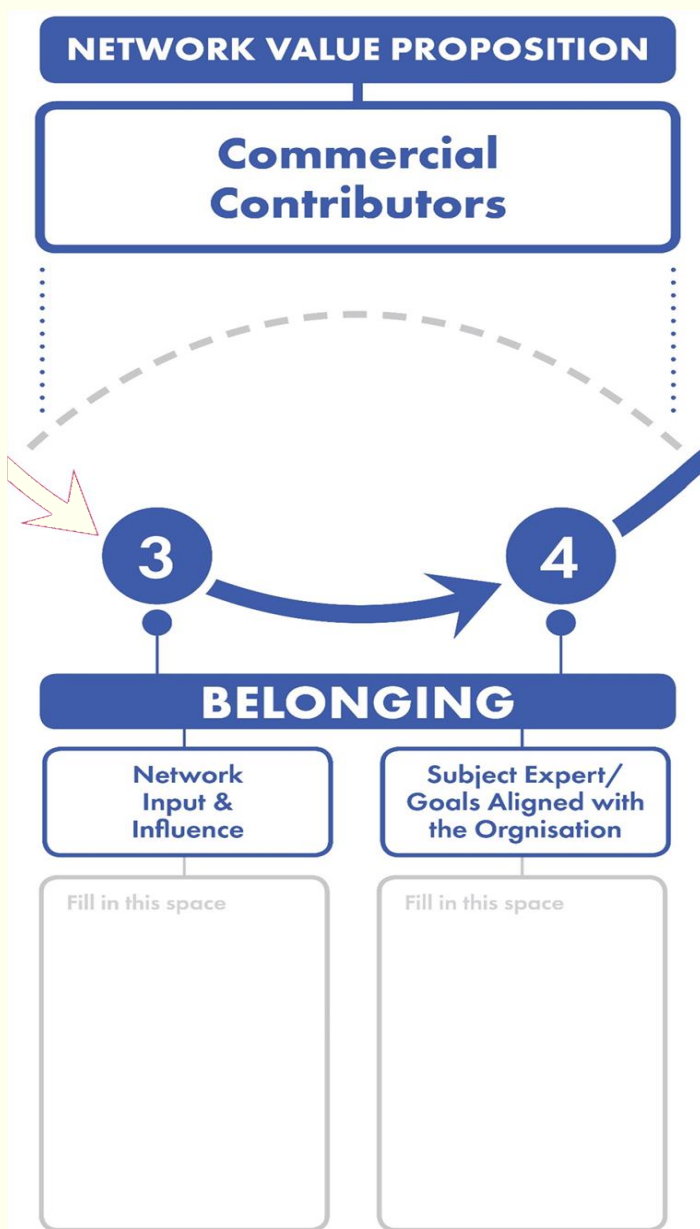
1. Is the network valued?

- Do you have a senior sponsor?
- Do you have a budget?
- Do you have time for network duties?

2. The network supports and represents its members

- Do you have Terms or Reference and a Code of Conduct?
- Are your strategies and activities driven by the needs of your target audience?
- Is there a way for people in your network to contribute and get involved?
- Does your network provide space for people to come together and share their experiences, challenges and concerns?
- Do you know when and where to signpost people to the appropriate support?

The Value Continuum - Network Value Proposition



3. Network Input & Influence

- Is your network consulted on policies, procedures & practices?
- Has your network influenced or developed policies, procedures & practices that have been implemented?
- Is your network formally recognised as a stakeholder?

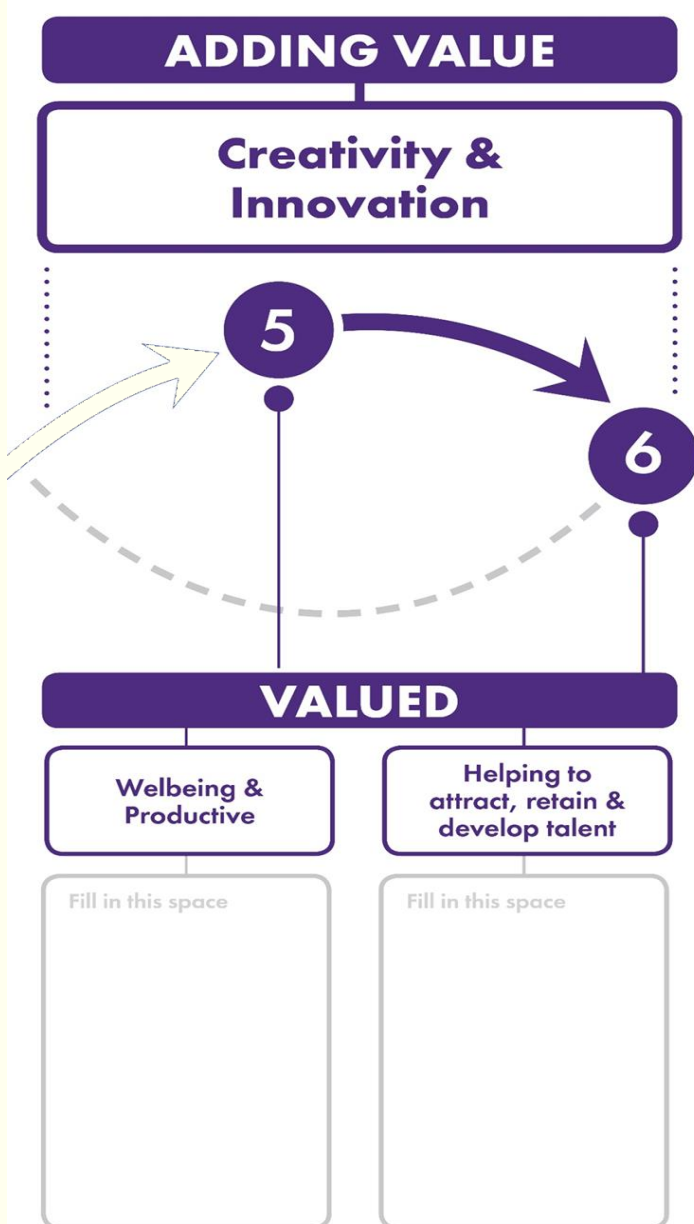
4. Subject Expert/ Goals Aligned with the organisation

- Is the network's activity recognised in the performance appraisal process?
- Is there evidence that demonstrates that the network's activities benefit the target audience and wider organisation?
- How is your network's activity recognised as continuing professional development?
- Is your network recognised as an effective contributor to the inclusion agenda?

The Value Continuum - Adding Value



NATIONAL DAY FOR
STAFF NETWORKS



5. Wellbeing & Productive

- Has your network contributed to the increase / improvement of engagement scores?
- How does your network evaluate, review and benchmark its work and influence?
- Has your network been recognised for its work (awards, publicity, commendations)?
- Has your network saved or made money (or secured funding) for the organisation?

6. Helping to attract, retain and develop talent

- How has your network helped to recruit or progress people from your target group across all levels of your organisation?
- How has your network helped to retain staff?
- How does the network help to develop talent?

What now?



- **Network Leaders:**

- You and your team should discuss the findings, consider how to fill any identified gaps and adjust your workplan accordingly
- Use these questions as part of your audit process with your stakeholders

- **Network Members / Allies:**

- How can you help the network strengthen its position and influence?

- **Diversity and Inclusion Practitioners/Advisers:**

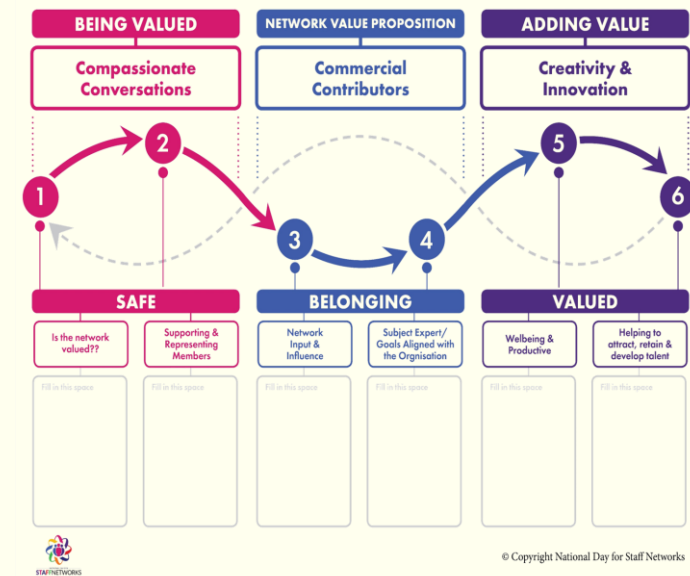
- Are there common themes emerging from all the networks?
- How can you use the tool to help encourage collaboration amongst the networks?
- What can you do to help ensure that the networks can thrive?

Value Continuum 365

The Value Continuum is there to guide you throughout the year.

Consider when you will revisit the value continuum so that you can assess your growth and impact.

View the tool as an aide for continuous growth, so include prompts, dates, actions etc





Advice & Support

- If you would like some further support or a development workshops for your network, please contact us at: Info@thepowerofstaffnetworks.co.uk
- Let us know how the Value Continuum has helped your network
- For other ideas and support tools, visit our [resources](#) page

...and remember

The next national day celebrating the contribution of employee networks / resource groups is taking place on:

Wednesday 12th May 2021

#makingworkbetter

www.networksday.co.uk

@day4networks



NATIONAL DAY FOR
STAFF NETWORKS