



National Ambulance
BME Forum

Race to Inclusion

National Ambulance BME Forum Conference 2019



[@NatAmbBME](#) [#TalkAboutRace](#)



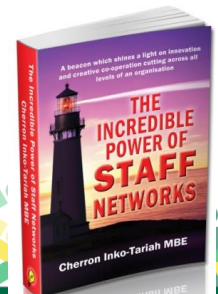
THE POWER OF THE STAFF NETWORKS

Thursday 24th October 2019

Cherron Inko-Tariah MBE

Author | Consultant | Coach | Facilitator

@POSNETWORKS #POWER





What did you see?





Learning Point:

We look for information that support our initial belief and quickly see what we want/expect to see.

Let's keep our minds open

The Line

-
- Drawing a line under something....
 - Starting line...
 - The bottom line...
 - A fine line...

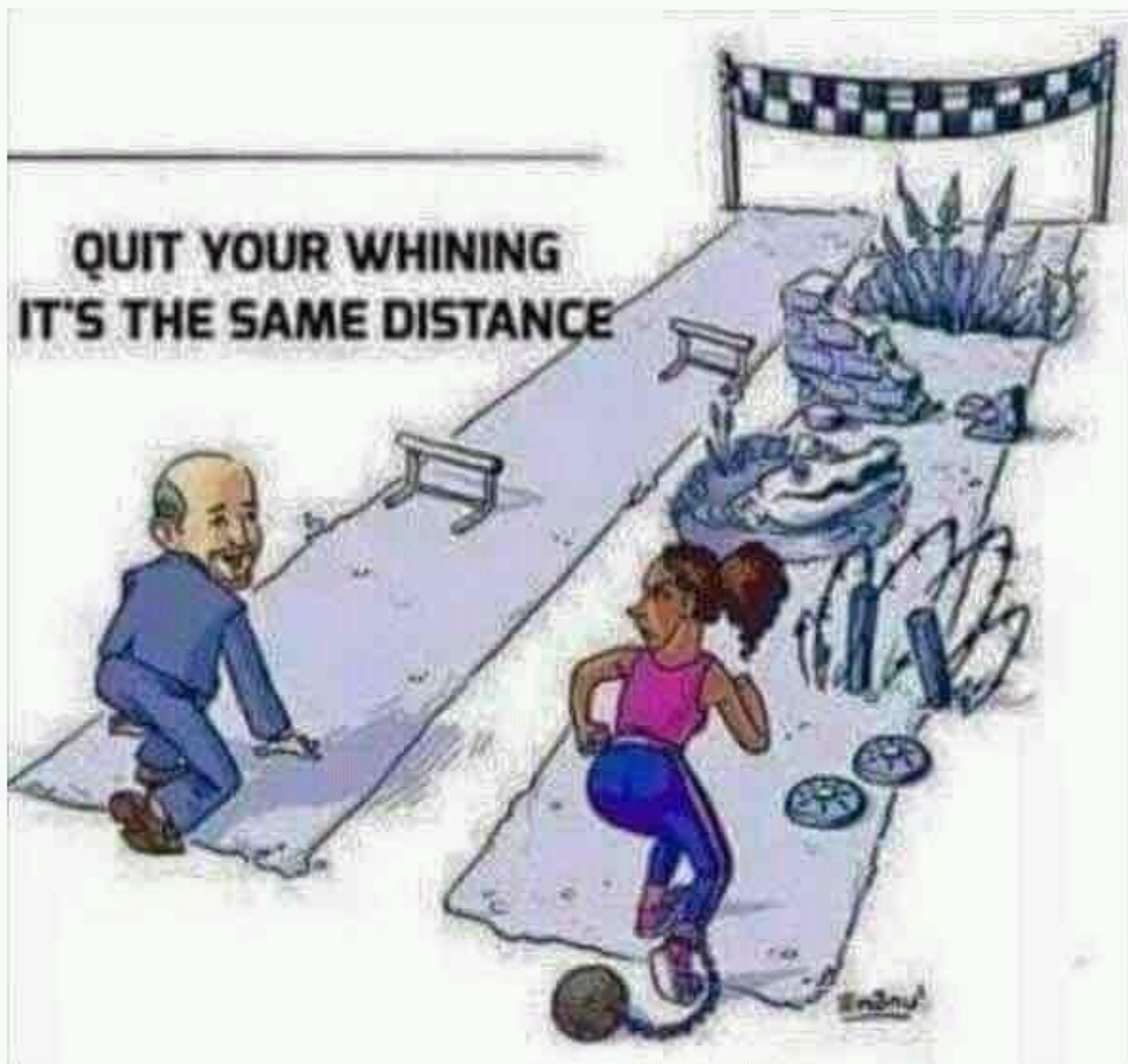


Challenges that some staff face

Lack of
identifiable
role models

Less likely to
be promoted
...more likely
to be
dismissed

Hides
aspects of
themselves
(covering)



Has to
work
twice as
hard to
get as far
as others

Multiple
barriers due
multiple
identities

More likely
to be bullied
by staff



Urgent and Emergency Care is changing...



The paramedic workforce must be developed and equipped with high-quality urgent care skills to ensure its integral role within the multi-disciplinary primary care team.

The sector must assume a **flexible, proactive leadership** role in the emergent urgent and emergency care system.

This requires cognisance, cultural intelligence and collaboration...



I wonder who has these skills?



A stage with two spotlights and a wooden floor. The spotlights are positioned at the top of the frame, casting beams of light down onto the floor. The floor is made of wooden planks that recede into the distance, creating a sense of depth. The overall atmosphere is dramatic and focused.

**Staff Networks:
Take centre stage**

EXCLUSION HURTS!



=

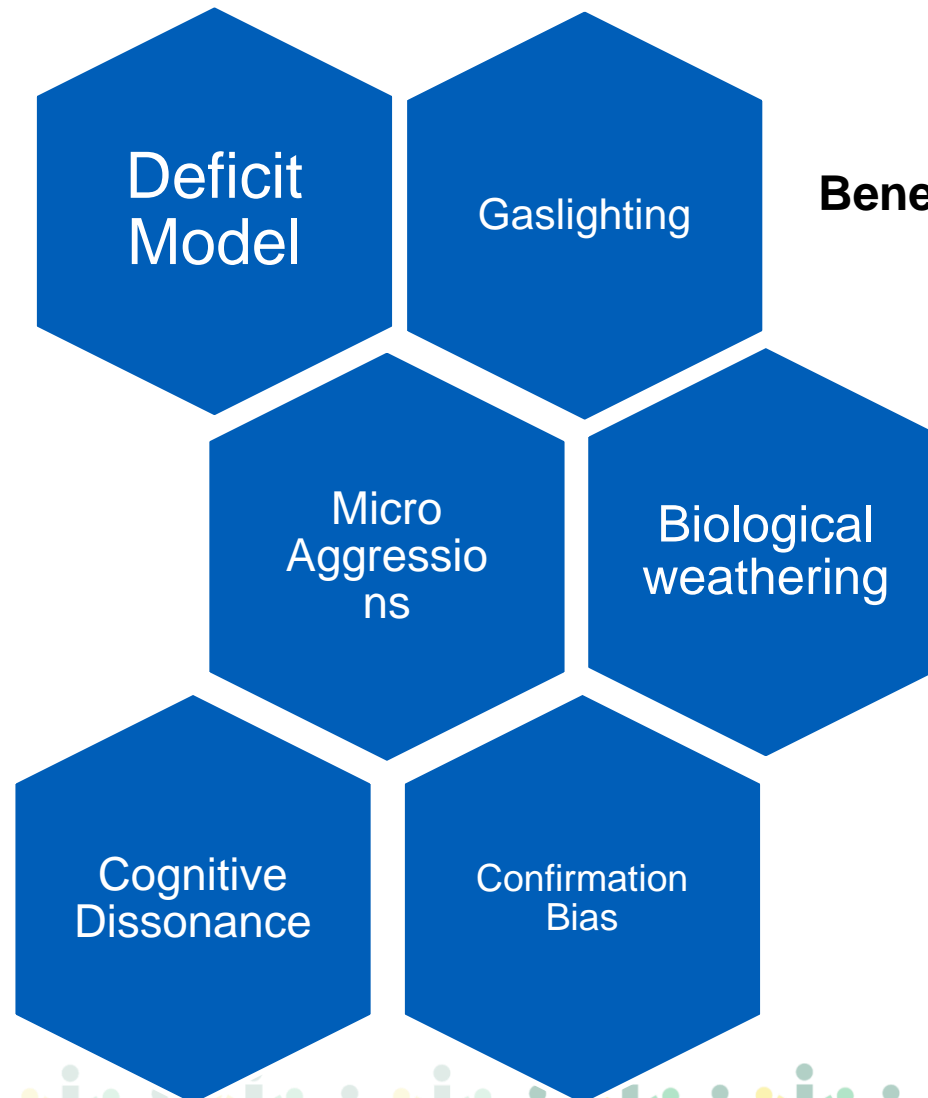


Psychological pain of
feeling excluded

Physical pain



...manifests in different ways



Benevolent Bias



Which results in...



Lack of progression

Overlooked

Feeling unheard

Discrimination

Isolation / Disconnected

Provision of Support

Lack of visibility

Anger





ROLE OF NETWORKS



**+ Passionate, daring,
pioneering spirit**

**- aggressive, self-
important, recruit/promote
in their own likeness,
bossy, mouthy**

**+ Happy, friendly, sunny
disposition**

**- Accident waiting to
happen, wishy-washy,
fluffy, not taken seriously,
indecisive**

**+ Natural, stable,
prosperous**

**- Boring, prefers silo
working, not strategic,
lacks leadership qualities**

**+Serene, Trustworthy,
Inviting, reliable,
strategic, innovative,
friendly, excellent
leadership qualities
NO NEGATIVES**



NATIONAL DAY FOR
STAFF NETWORKS



Networks arise and lead to change

HOW TO #LEAD FOR CHANGE

CHALLENGE



HEALTH CHECKS



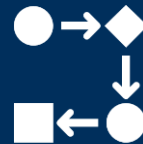
ASSESS YOUR IMPACT



NEXUS



GAMECHANGERS



ENGAGEMENT ENGINEERS



Voice & Engagement

Pipeline of Talent

Empathy & Culture

Innovation & Alignment

Organisational Benefits

Movers

Empower

An effective and authentic arena

Power

tap in their power and create hubs of innovation and intrapreneurs

Influential partners

Change agents with a pipeline of talent

Staff Networks can help the NHS:
**Value People.
Embrace Inclusion**

Shakers

Trust

Cultivate a culture for staff to speak out

WRES

Champions

Networks can act as a cohort of WRES ambassadors

Patient

Advocacy

Commitment to improve patient care

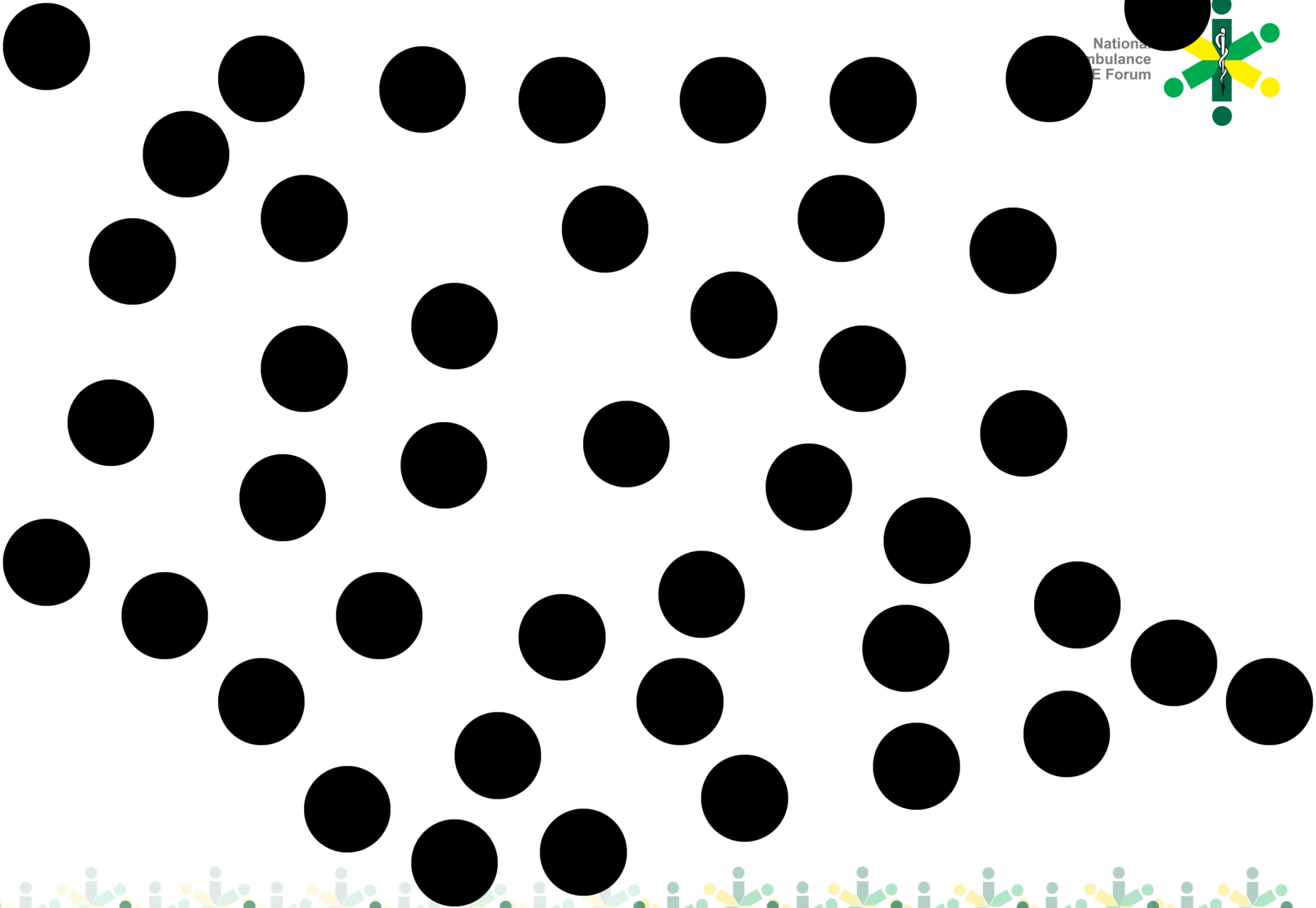
Benefits for Staff

Vehicle for Voice

Platform for Progression

Eliminate Isolation

Influence Policy



Joining the dots...



- Dispersed all over the country
- Find a different way of working - remote teams have to find new and better ways to operate.
- 3 kinds of distance in remote collaboration:
 - *physical* (place and time);
 - *operational* (team size, bandwidth and skill levels);
 - ***affinity* (values, trust, and interdependency).**



Online / Cloud Tools

@workplace
by facebook

 Trello



yammer

 slack

Google Hangouts



TRELLO



Home Boards Search Trello

NHS Ambulance BAME Employee Network

☆ Personal Private CI Invite

Things To Do

- Remember to complete the survey
☑ 0/1
- Comments on NHS party policy due
- BHM event taking place on 24.10.

+ Add another card

Meeting Actions

- Committee members to complete skills audit
- Remind members of the next meeting in November
- Mo is meeting with the D&I team in 2 weeks. Please share any points of discussion with her

+ Add another card

Announcements

★ ★ ★

Network anniversary in 2 months time. Need your contributions by 18

+ Add another card

Events of Interest

❤

Cherron Inko-Tariah (Power of Staff Networks) is organising a free workshop for network leaders. See website

+ Add another card

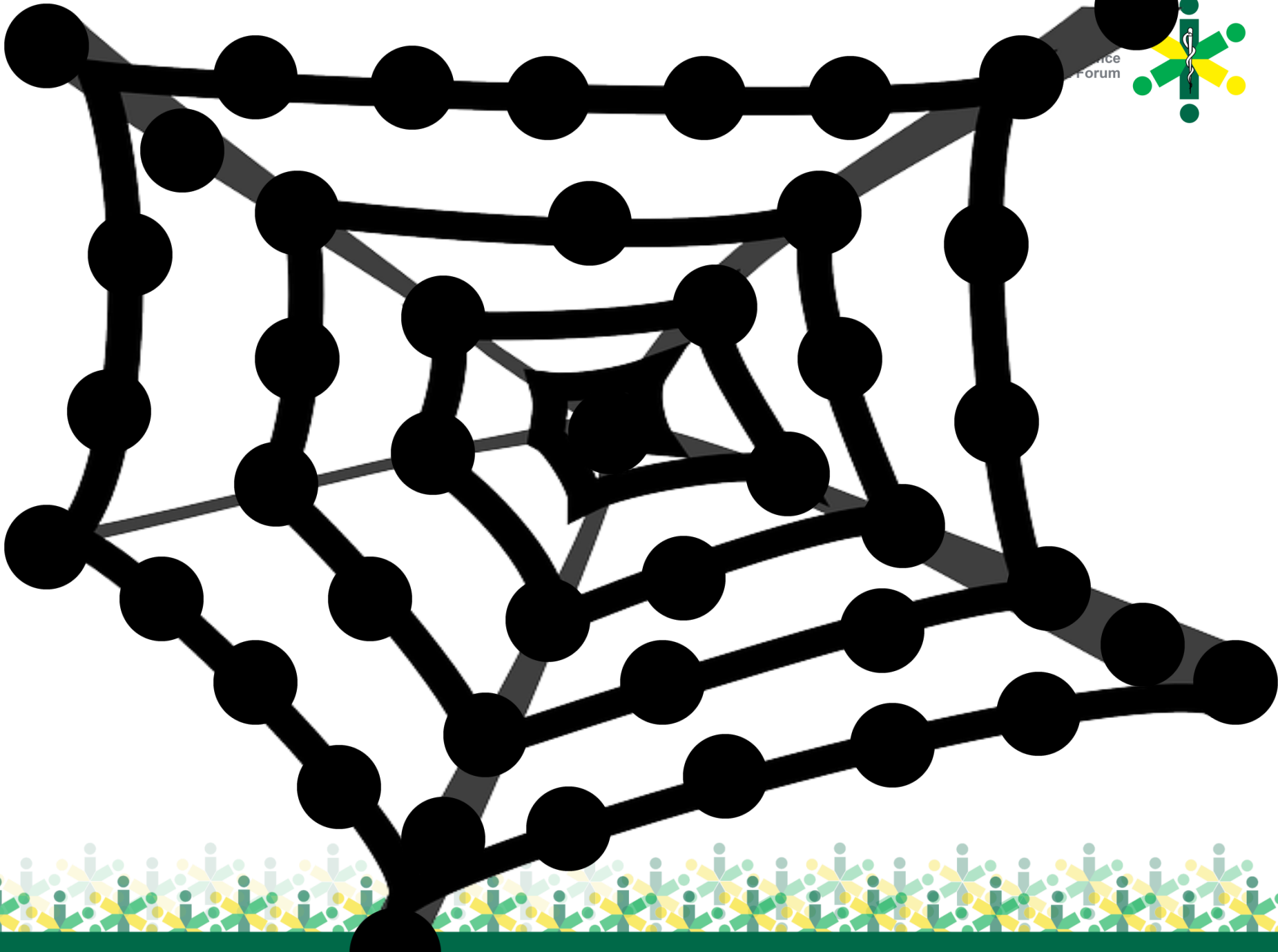


The Power of Voice



- Cheapest smoke alarm an organisation can install. #batteries
- Voice is one of the determinants of engagement
- Directly associated with organisational commitment
- Engagement is a key driver of productivity
- Better productivity leads to better patient care





A B.A.M.E STAFF NETWORK IS:



Business Imperative to the Ambulance Service

Accountable to its members and organisation

Multi-faceted, talented and dimensional

Effective in leading change for the small not-chess piece



When we use our **POWER** and **LEAD FOR CHANGE**, we help everyone...



...cross the line.





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The Power of
STAFF NETWORKS

@posnetworks #power

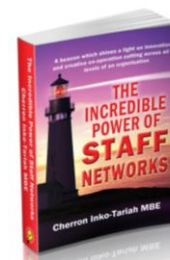
THANK YOU

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 **@POSNetworks**



THE POWER HUB

Connect | Influence | Thrive

