



radius
business

**The Radius Employee Network
Leadership Programme**

**'Development of Network Leaders to
be positive agents for change'**

In conjunction with:

KING'S
College
LONDON

Radius: Network and Group Leaders Programme

Investing in Employee Network Leaders as Change Agents

Employee Network and Group Leader programme:

This unique and pioneering programme has been developed by Radius, in conjunction with Kings' College and with input from HR, D&I and change experts, to support HR and D&I Leaders to develop their current and future network and group leaders as effective change agents within your organisation.

This programme recognises your Network Leaders commitment by investing in key leadership skills as change agents, best practice linked directly to Network and Group impact and mentoring support to make the best of their roles and drive the most effective Employee Networks for its members and for your organisation.

Tailored to up-skill current and future network leaders needs at all stages of network sophistication

Over two onsite days and with four additional tailored online modules, participants learn academic theory (in conjunction with King's College), as well as management best practice direct from industry leading HR, D&I, Business and employee network experts.

Recognising that every organisation is different, the programme is designed to ensure current and future Network Leaders have the most up to date skills, training, industry information and a strong network of peers to help them become impactful change agents within their organisations.



Getting the most for the participant – and the organisations

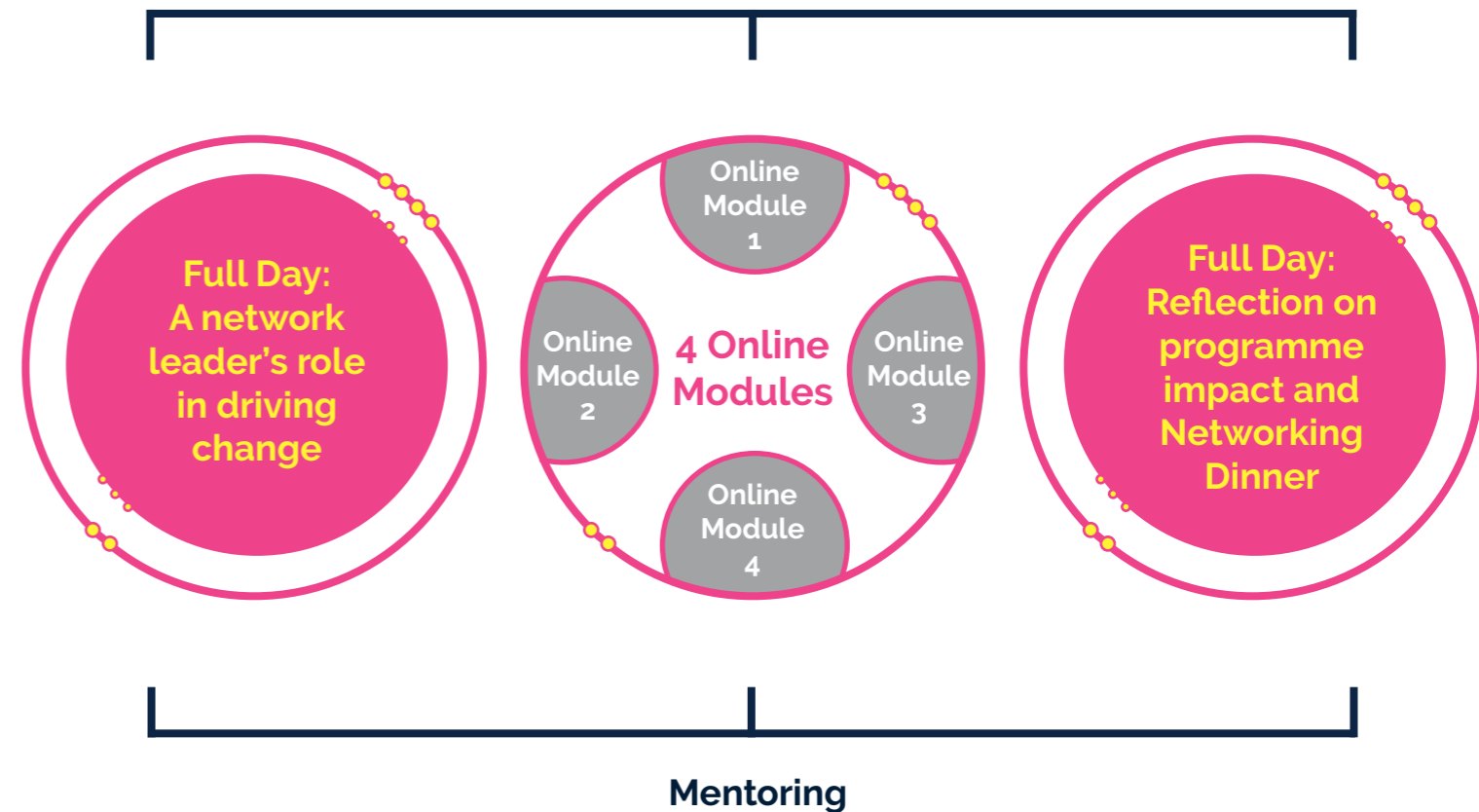
Focusing on leadership skills specific to running network and employee groups, this course integrates input from HR and D&I course sponsors, participants line managers as well as mentoring across organisations to maximise the potential impact for each participant and their own organisation.

Designed for global delivery

The course is designed for two full day sessions onsite, with all other modules delivered online to minimise travel and expenses. This programme can be tailored and delivered in-house with the option for a purely online solution.

Learning and Management Development for Network Leaders to assess and drive impactful programmes

Typical 6 month programme



An industry leading team of experts:

The Employee Network and Group Leaders Programme is delivered by senior consultants and project managers with substantial cross public and private sector ED&I, HR and Employee Network/Employee Resource Group experience. These include senior heads of HR and D&I from BP, Yahoo, the CPS, BT and BAE Systems, as well as academic input delivered by King's College.

Programme Highlights: In person and online

Key benefits for your organisation and participants include:

- Link network leader development, organisation strategy and network and resource group excellence in one dynamic programme
- HR and D&I leaders act as key sponsors to influence programme design and receive feedback
- Support current network leaders with tailored course content and mentoring support, as well as develop the next generation of network leaders
- Equip your leaders with the key skills to grow into their roles and excel, as Change Agents, network leaders and roles models, and in addition use these skills to positively impact their day jobs, colleagues and their own careers
- Flexible programme delivered onsite and online to maximise time and budget expense



KPMG are investing and participating in the Radius Network Leadership Programme as we are committed to empowering and developing our network leaders by advancing their skills, competencies and capabilities, regardless of their level within our business. The Leadership Programme is a real innovation that will foster collaboration between leaders from different and diverse backgrounds and will be central to driving positive cultural change within our organisation and others.

KPMG

Full Day: A network leader's role in driving change (Delivered on location)

You as a Network Leader:

- Being authentic, understanding your leadership style, and your role as an inclusive leader
- The role of a Change Agent
- Leading / developing a voluntary team
- Understanding your organisational culture

Setting up mentoring pairings

- Introductions to Mentors/Mentoring Groups
- Start objective setting process for mentoring support

Setting strategy for Employee Networks and Groups, including:

- Setting strategic purpose: Aligning Employee Networks to organisational goals, activities and programmes
- Working collaboratively across networks
- Effective planning, committee development and management, and focusing network activity for delivering business outcomes

Four core modules – Indicative content below (Delivered online)

Module 1: Brand and Communications

- Branding networks for impact
- Amplifying network activity with effective communications
- Strategies to engage with new and existing members
- Understand your communication style and consider how you 'educate' without 'lecturing'

Module 2: Maximising influence and impact of the Network

- Understanding local office/territory culture
- Using campaigns to deliver across multiple-offices and workplaces
- Working collaboratively across networks
- Building and using your personal network to influence and drive change

Module 3: Working with and influencing sponsors/Senior Stakeholders

- Building relationships, and influencing without authority
- Acting as a critical friend to the organisation, becoming constructive and action oriented
- Effective personal communications and stakeholder management

Module 4: Flexible Module – determined by mid-way feedback from participants

Examples include but not limited to:

- Resilience
- Managing change as a network leader
- Personal Brand and Presence
- Networking with Impact

Full Day: Reflection on programme impact and Networking Lunch (Delivered on location)

Personal learning and development

- Acting as an authentic Role Model
- Engaging, developing and promoting allies and Role Models
- Using Network and Group leadership skills to build your career

Reflection and networking lunch

- Learnings from course shared with senior leaders across organisations
- Recognition and networking for participants with mentors and senior business sponsors
- Participant plus one ticket for a leader from their organisation

Network Sponsor Club highlights: Creating a forum for global best practice and experience sharing between peers.

Many Sponsors have demanding roles in their organisations. They also have limited time. Spending time mentoring and coaching Network Chairs, as well as acting as a senior ambassador, are usually key elements of the role, but the specifics of advising on the running of a volunteer network – often with a 'cultural change' remit - can require different insights and perspectives.

We know that many Sponsors we work with appreciate insight on how to make best use of their time with Network Leaders, as well as hearing first hand what best practices exist. Meeting twice a year, our Network Sponsors Club aims to create a forum of peers to share experiences and learn from experts to ensure they can be the most effective Sponsors possible.



Process

- Input from D&I Leaders – Linking to organisational strategy
- Two face-to-face sessions a year
- **Building a trusted community of Network Sponsors:** That meet twice a year and can share experiences, as well as have best practice fed in from global organisations
- **Research and speakers:** Cutting edge research fed in to inspire and inform

