



- ENGAGE FOR SUCCESS - LONDON AREA NETWORK THOUGHT AND ACTION GROUP - PRINCIPLES -

The Engage for Success London Area Network Thought and Action Group (LAN TAG)

The London Area Network Thought and Action Group' is the London representative of the national Engage for Success movement. Its membership comprises of relevant stakeholders balanced across business practitioners, specialists and academics, and others that the group agrees should be regular or co-opted members.

The underpinning work ethos of the group is:

- I. Project based
- II. Progressive and bold, looking for opportunities to make sustainable and significant impact
- III. Challenge each other honestly, respectfully and robustly
- IV. Punctual and prepared
- V. Undertake responsibilities in a timely fashion and within budget
- VI. Decision-making through consensus or, if necessary, the Chair has the casting vote.
- VII. Have great fun and develop great relationships – Engage for Success!

The **vision and mission** of this group reflect the aspirations of the wider EFS movement and are written into the group's four guiding principles. To breathe life and energy into our principles, the contact details of group representatives are shared with each other.

Principles

1. Be a neutral, non-bias, non-commercial London point-of-excellence on all matters Employee Engagement to help employers make informed decisions related to engagement solutions.

To achieve this we will:

- a) Develop knowledge from case studies, organisational best practice, stories, tool kits, shared knowledge and experience, EFS research, academic research, the commercial world, and other relevant, respected sources.
- b) Make use of IT and social media, such as the LAN TAG website and videos.
- c) Exploit the London media through the provision of interviews and exposure via the various mediums, such as the BBC, ITV, London papers, LBC radio and other local radio stations.

2. Be a dynamic, visible and inspirational resource for London employers.

To achieve this we will:

- a) Promote the activities listed under '1' above
- b) Disseminate/share central EFS resources, best practice, graphical presentations, technology to businesses in order to exploit engagement opportunities.
- c) Regularly review the LAN TAG approach, its achievements, and focus, such as its enablers, inclusivity, and the currency of what it has to offer in support of the national EFS movement.



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3. Expand the LAN TAG 'impact and leverage' to London employers.

To achieve this we will:

- a) Use specific sectors to promote employee engagement within their own industry, such as the Retail Industry
- b) Develop strategic partnerships to promote employee engagement with business focused membership groups, and with organisations and individuals well-connected with private, public, and not-for-profit organisations, without them necessarily becoming members of the LAN TAG. These may include the Federation of Small Businesses, British Quality Foundation, local authorities, Chambers of Commerce, Confederation of British Industry, HR leaders, and university business schools.

4. Provide a platform to promote inclusivity, mentoring and best practice through which organisations may support one another.

To achieve this we will:

- a) Schedule regular group meetings
- b) Encourage networking opportunities as an intrinsic part of our Priorities
- c) Promote a focus on 'employee voice' whereby strategic representatives are encouraged to be accompanied by an operational colleague and/or front-line employee to LAN TAG meetings and/or events.

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