# ERG TO BRG TRANSFORMATION

## CONSULTING, TRAINING & DEVELOPMENT

## ERG TRANSFORMATION CONSULTING DESCRIPTION

Employee Resource Groups are some of the most effective ways to deliver marketplace performance, engage employees, ensure retention and create inclusion. However, just having ERGs in place is not a sufficient condition of success. Based on the premise that the collective experience and resources of leaders enables them to resolve their challenges more effectively, this program serves as a powerful enabler for corporations looking to enhance the effectiveness, impact and overall health of their diversity efforts and their ERGs. The program provides a comprehensive ERG Health Assessment, leadership development, step-by-step consulting, and insight into the latest diversity trends and ERG best practices.

## GOALS & OBJECTIVES

After the completion of this program you will have:

- Deliver return on investment through business performance improvement on pre-determined organizational, commercial, environmental, and financial KPIs.
- Improve engagement and satisfaction of diverse employee base through professional development, mentoring, and advancement programs so that they can contribute more effectively to the bottom line.
- Support the effort efforts with the continued development of Employee Resource Groups by helping to create active engaged, and sustainable ERGs.
- Consulting services in 5 specific ERG impact areas.

### PHASE 1 — RECOMMEND

Deployment & Engagement

1. Constituencies represented
2. Value proposition & branding
3. Regional/organizational chapters
4. Best practice sharing & adoption
5. Business case development

### PHASE 2 — DEVELOP

Governance & Leadership

6. Leadership structure
7. Governance process
8. Quality of leadership
9. Strategic & business planning
10. Resourcing & funding

### PHASE 3 — LAUNCH

Sponsorship & Support

11. Executive engagement
12. Rewards & recognition
13. Communication & messaging
14. Accountability mechanisms
15. Member enrollment & engagement

### PHASE 4 — MANAGE

Career & Community

16. Mentoring & coaching
17. Training & development
18. Career & succession planning
19. Community interests
20. Corporate social responsibility

### PHASE 5 — MEASURE

Alignment & Impact

21. Targeted business areas
22. External & internal partnerships
23. Workplace & marketplace metrics
24. Target determination
25. Scorecards & results tracking

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