

BRG LEADERSHIP DEVELOPMENT JOURNEY: EFFECTIVELY LEADING BRGs

BUSINESS OPPORTUNITY

Successful diversity and inclusion affinity, employee or business resource groups help create a fair, trusting and inclusive environment for all in order to ensure the best talent is attracted and retained while maximizing individual potential - resulting in an increase of an organization's effectiveness, productivity and profitability. Development of an effective resource group can be a challenging task that needs to be approached with appropriate planning and consideration of a number of critical success factors. Lack of attention to best practices for creating these types of groups can impede effectiveness over time.

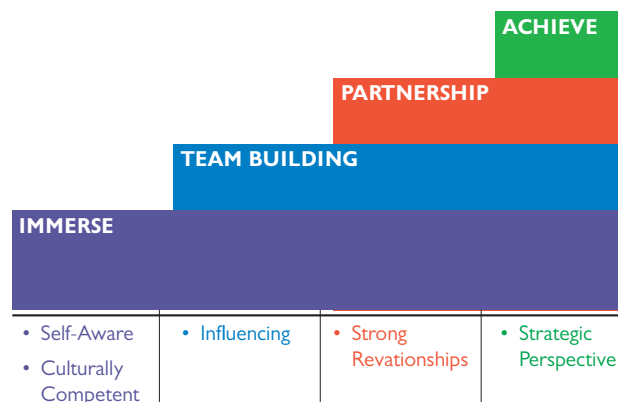
DESCRIPTION

For leaders to effectively guide BRGs, they often need to broaden and deepen their understanding of D&I and its impact on business. They must push their BRG and company to the next business level while simultaneously grounding its members in the group's mission and vision. The BRG Leadership Development Journey takes participants through the key stages to build their D&I capabilities within their organization. These key stages are: **Immerse**, **Team Building**, **Partnership** and **Achievement**. BRG Leaders in the **Immerse** stage will gain an understanding of D&I by becoming self-aware and learn key skills in cultural competency. The **Team Building** stage is critical in this type of role and leaders will obtain skills to better manage and influence their team. Creating and building **Partnerships** will enable BRG leaders to move the overall D&I journey forward by building the strong relationships necessary to partner with key stakeholders. The **Achievement** stage involves providing the strategic perspective essential to achieving results.

OUTCOMES

BRG Leadership Development Journey will build competencies in the following key areas: Self-Awareness, Advanced Cultural Competence, Influencing, Strong Relationships and Strategic Perspective while assisting leaders in:

- Leading and managing BRGs effectively to serve the organization and its members
- Creating effective relationships across the organization
- Gaining thought leadership and skills to enhance BRG performance
- Developing and enhancing BRG strategies and action plans



UNIQUE ATTRIBUTES

- Assist BRGs at beginning, intermediate and advanced stages of development
- Customized and tailored solutions to meet the individual development needs of group leaders as well as the current state of the resource group
- The BRG solutions are outcome based and assist organizations in achieving the results they desire from their D&I and business strategy

TARGET AUDIENCE

- New and established BRG Leaders
- Members
- Executive Sponsors
- Champions and D&I Office Staff
- Affinity Resource Groups
- Employee Resource Groups

DELIVERY METHODS

- Facilitated by Kaleidoscope Group Consultants
- Train-the-Facilitator Process utilizing BRG Toolkit
- Co-facilitated by Kaleidoscope Group Consultant and client facilitator
- Blended learning utilizing classroom and web-based methods

CONTACT INFORMATION

O: 312.274.9000

E: info@kgdiversity.com



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