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

The Kaleidoscope Group offers a suite of development solutions focused on Business Resource Group (BRG) assessment and skill development of group leaders, chairs and executive sponsors to drive diversity and inclusion (D&I) in an organization. These offerings help to empower D&I champions in an organization and improve cultural competence and alignment with the organization's business strategy. BRG development is needed in order to build effective agents of change in an organization. These development solutions build leadership skills – supporting members and leaders in learning to manage their passion to create culture change.

BRG SOLUTIONS

STRUCTURE & STRATEGY
- BRG Strategic Alignment & Development Workshop
- BRG Maturity Assessment and Strategy
- BRG Toolkits

DEVELOPMENT
- BRG Member Development Journey
- BRG Executive Sponsor/Champion Education
- BRG Development Webinar Series

LEADERSHIP
- BRG Summit
- BRG Leadership Development Journey: *Effectively Leading BRGs*
- BRG Leadership D&I Assessment

MEASUREMENT & IMPACT
- Monitoring & Measurement: *Evaluating the Bottom-line Impact of BRGs*

OUTCOMES

- Increased effectiveness of BRGs by establishing proper foundation and infrastructure
- BRG strategic alignment to business objectives and D&I priorities
- Improvement of BRG leadership capabilities and increasing effectiveness of operations
- BRG maturity level assessment and identifying strengths and improvement opportunities
- BRG leadership skill assessment and development
- BRG successful launch or re-engagement with alignment to business goals
- BRG competency development in the following ke areas: *Self-Awareness, advanced cultural competence, influencing, strong relationships and strategic perspective*
- Increased support among executive sponsors and other stakeholder groups

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

- Business Resource Groups
- Affinity Resource Groups
- Associate/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

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THE KALEIDOSCOPE GROUP
Real People • Real Conversations • Real Issues • Real Change