

# The ERG Progression Roadmap



## LAUNCH

### Emerging ERG Leader Certification



- ERG Structure defined
- Mission & Vision documented
- Charter done
- Leadership Model documented
- Exec. Sponsors selected, onboarded, meetings planned
- Administrative processes documented
- Launch Plan executed
- Business Case done
- Leadership Roles & Responsibilities defined
- ERG Application Process defined
- Leadership team meetings scheduled



## GROW

### Intermediate ERG Leader Certification



- Team leaders & members recruited
- Funding business case done
- Communication tools & plan in place
- Programming tools & plan in place
- Metrics & data processes defined
- Regularly reporting to team & others
- Applied for funding



## THRIVE

### Expert ERG Leader Certification



- Metrics aligned to DEI focus
- Multi-year plan & process defined
- Succession plan done
- Expand ERG footprint
- Actively recruiting, engaging & developing allies
- Leaders coaching members