

The Phoenix Principles

OVERVIEW OF SOLUTION



Accelerating the performance of Employee Resource Groups through times of volatility, uncertainty, complexity, and ambiguity.

This engaging learning experience provides Employee Resource Group members and all other participants with critical insight into how to demonstrate inclusive leadership during times of transformation and change within their organization.

By utilizing the tenets of Vincent Brown and Dr. Janet Reid's book, *The Phoenix Principles: Leveraging Inclusion to Transform Your Company*, participants will explore key facets of inclusive transformation: *Compelling Purpose* describes our "why" that clearly defines and accelerates our path forward; *Best People* are those who intentionally educate, equip, and empower themselves to lead with authenticity and accountability; *Strategic Measurable Actions* ensures there is a relevant and robust plan that aligns with the organization's Compelling Purpose and guides all actions; *Solid Infrastructure* ensures the organization's policies, processes, practices, and metrics foster an environment where inclusion and belonging thrive; and *Structured Renewal* ensures efforts are relevant, continuously improved, and modified to support changing organizational realities and the needs of all stakeholders.

Participants will benefit from this highly insightful learning experience by building a practical understanding of how to apply all five principles to accelerate the performance of ERGs. Importantly, these principles are the same methods required for any significant organizational transformation. Participants will be challenged to think outside the box with experiential exercises that will immediately apply lessons learned.