



Advocate. Listen. Learn.

## THE ERG LEADERS ACADEMY

# PROGRAMME OUTCOMES

## Fundamentals

- Understand the fundamentals of high-performance ERGs from vision, strategy, and governance to performance management.

## Barriers

- Deepen knowledge of barriers to effective ERGs e.g. volunteer burnout, hyper-visibility, and stakeholder relationships.

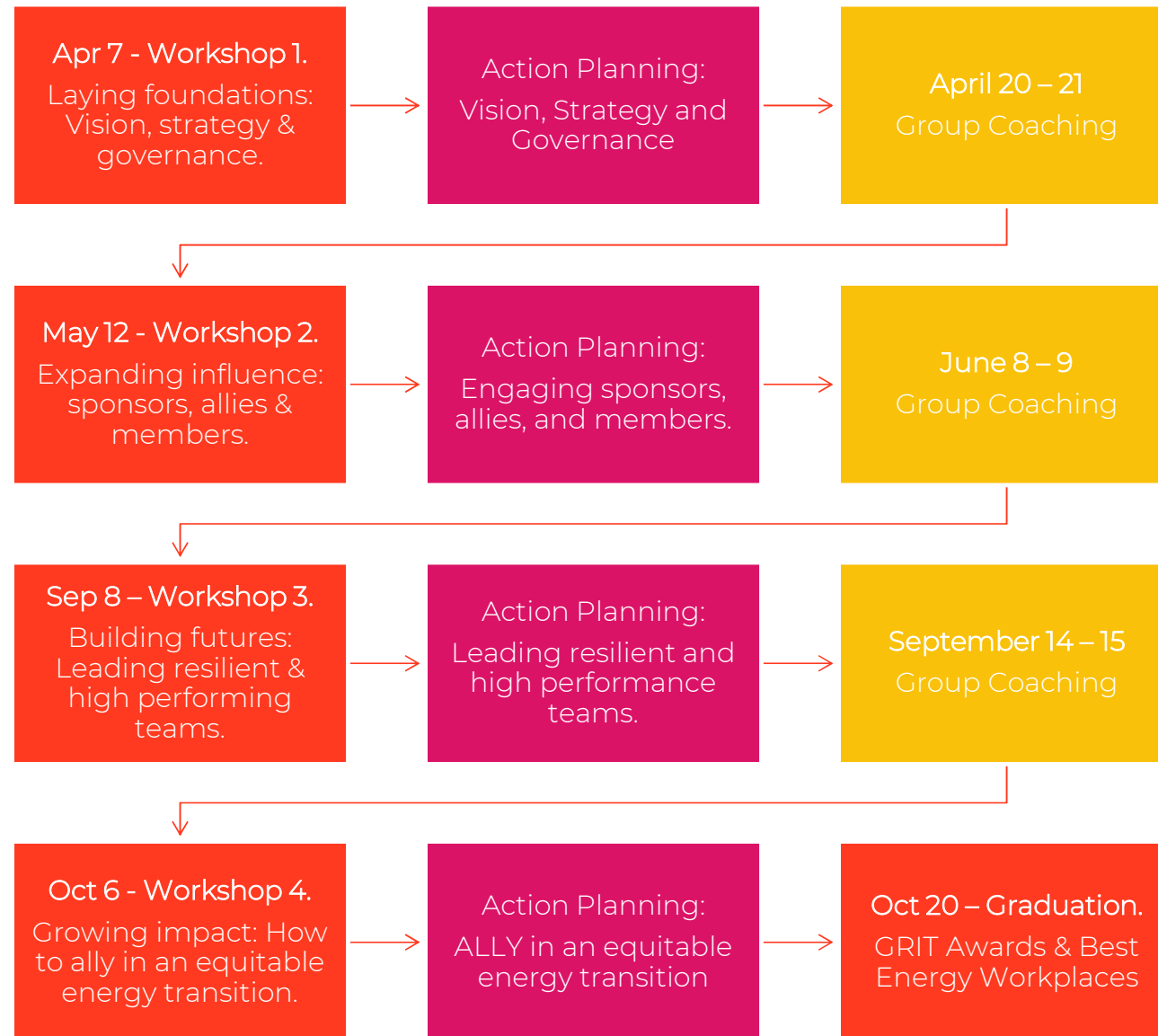
## Performance

- Discover strategies to lead resilient and high-performance ERG teams

## ALLYship

- Learn what it means to be an ALLY for other ERGs and for the Energy Industry as a whole.

# THE ERG LEADERS ACADEMY



# WORKSHOP OBJECTIVES

1

Meet the cohort

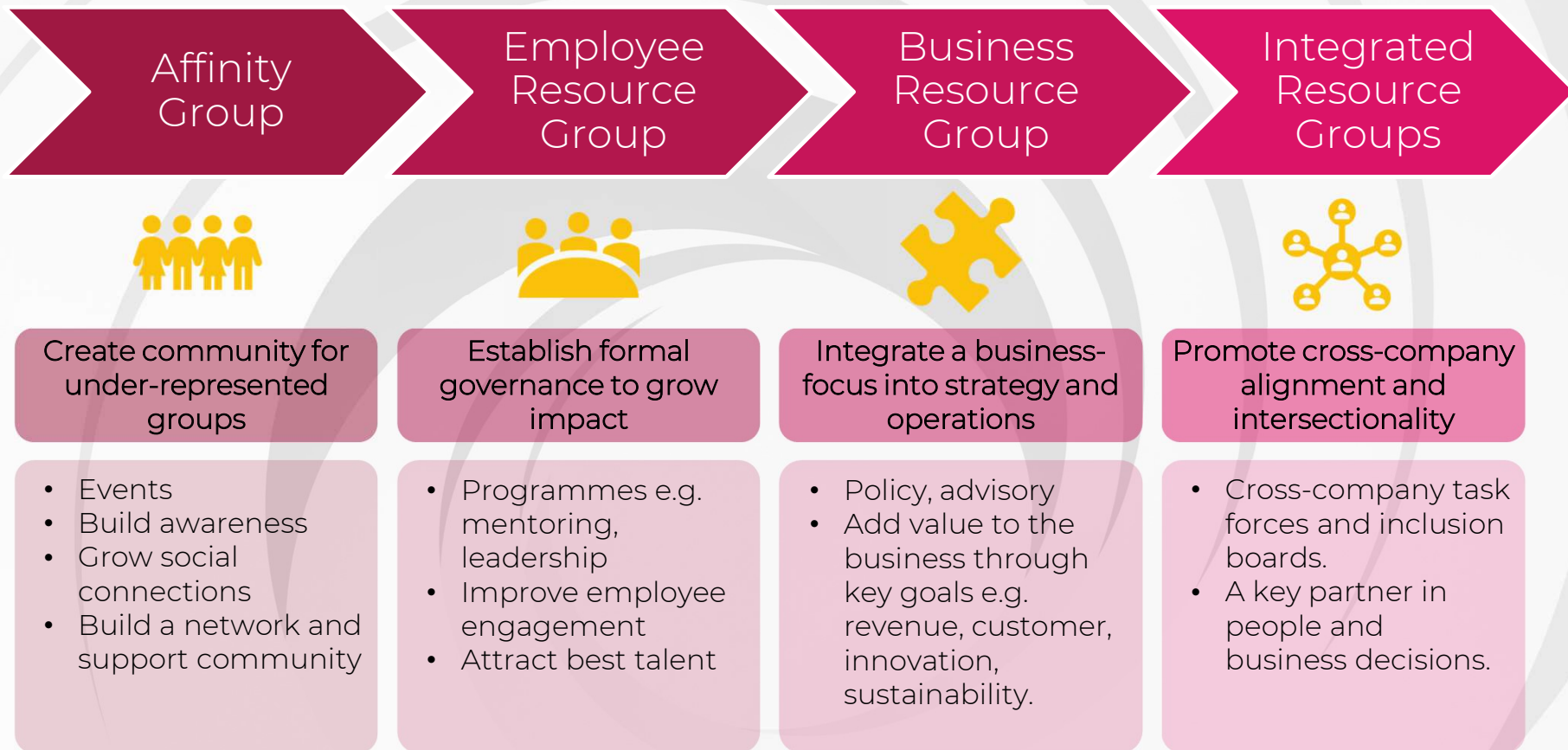
2

The ERG Lifecycle

3

ERG vision, strategy & governance

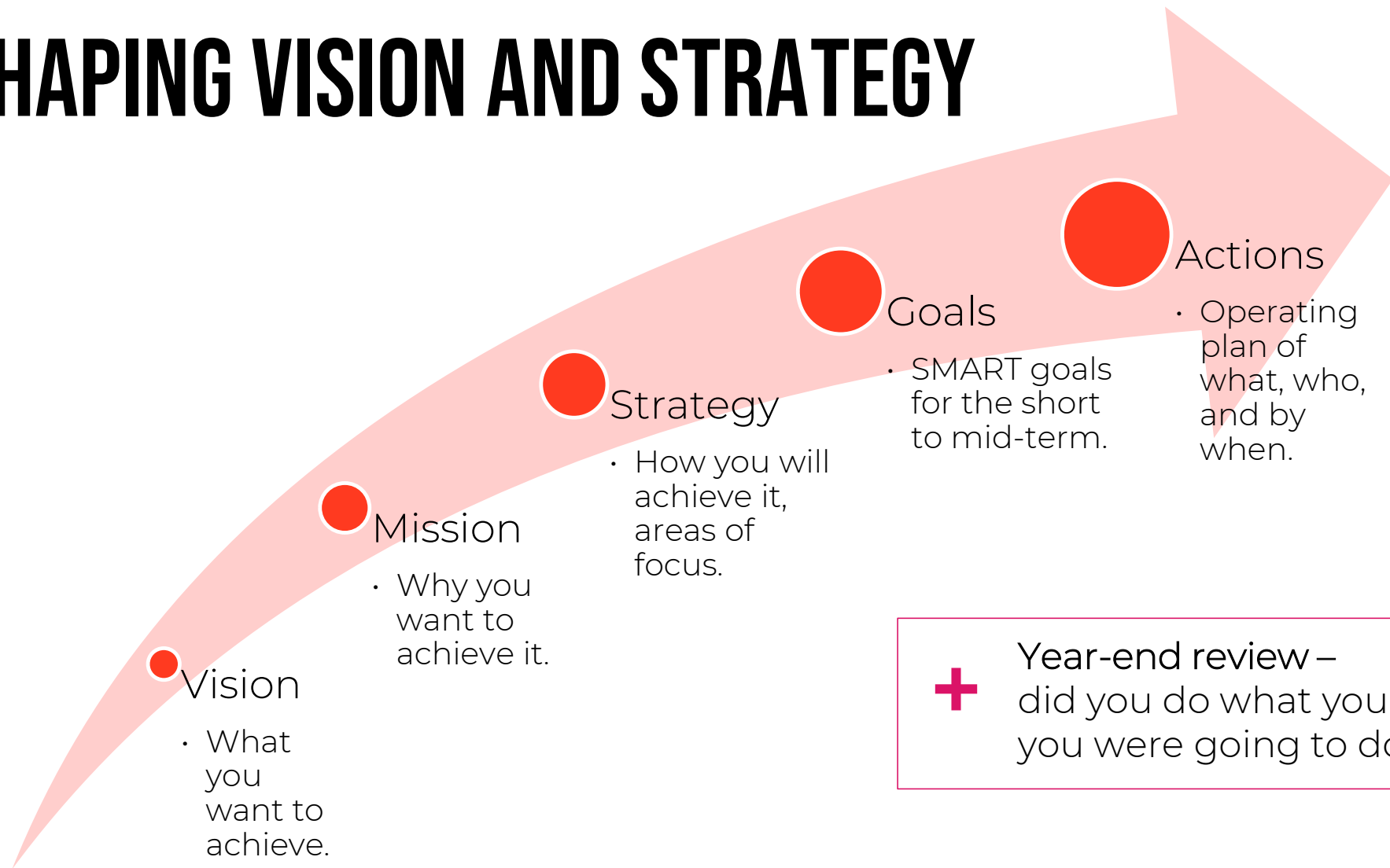
# ERG LIFECYCLE



# THE RIGHT FOUNDATION: ERG CHARTER

- ✓ A clear business case that ties the ERG to business goals.
- ✓ A mission statement, strategy and operations plan, including areas of focus, goals, lists of actions, and procedures for measuring progress.
- ✓ Organizational structure, including roles and responsibilities for the ERG leaders, executive sponsors, and other stakeholders.
- ✓ Membership criteria.
- ✓ Leadership selection.
- ✓ Budget and funding procedures.
- ✓ A step-by-step process for launching an ERG chapter in a new location.

# SHAPING VISION AND STRATEGY



# SHAPING VISION AND STRATEGY

Work with your stakeholders to answer these five questions:

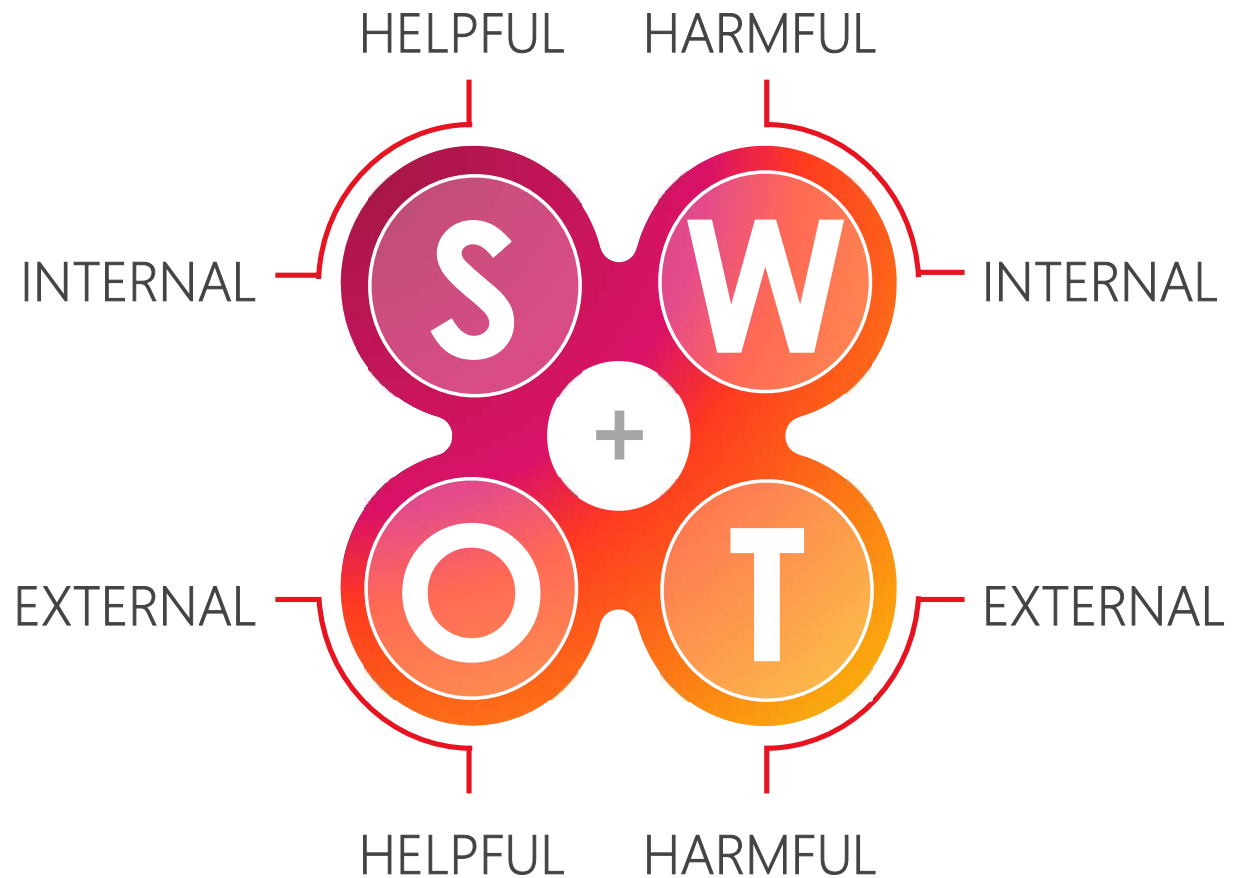
1. What will make you feel the ERG was successful when you look back 10 years from now? What do you want to be remembered for?
2. Why is it important for that change to happen?
3. What will make you feel your time with the ERG was well spent when you look back a year from now?
4. What are the most important issues employees from the ERG membership face, and what can the ERG do to address them?
5. What are the most important goals the company is building towards, and what can the ERG do to support those goals?



# FOCUSING OPERATIONS...

A good old-fashioned SWOT.

Strengths, weaknesses, opportunities and threats facing us related to culture, the affinity, or the company.



# NEXT STEPS

1. Homework: The ERG Lifecycle Assessment
2. Select your group coaching session
3. How was this – let us know.



ALLY™

A photograph of three hands of different skin tones (dark brown, medium brown, and light skin) all giving a thumbs-up gesture against a solid blue background. The hands are positioned in the lower-left corner of the slide.

# GROUP COACHING

Work in small groups to develop practical and personal ways to apply the course content in your company.

*April 20 – 21, June 8 – 9, September 14 – 15.*

Pick one of three groups:

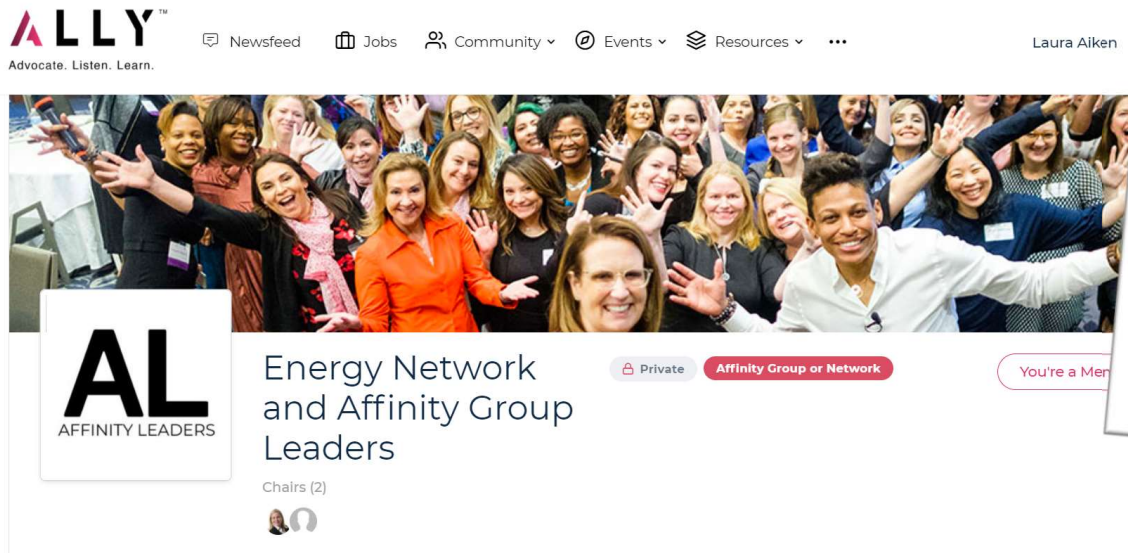
- Group 1: 9:00 – 11:00 am CT
- Group 2: 9:00 – 11:00 am CT
- Group 3: 12:00 – 2:00 pm CT

Send your 1<sup>st</sup> and 2<sup>nd</sup> choice to [saidya@allyenergy.com](mailto:saidya@allyenergy.com)



# RESOURCES

- ALLY community ERG Leaders Group.
- The ERG Leaders Council best practice reports
- Catalyst reports





Advocate. Listen. Learn.

THE ERG LIFECYCLE ASSESSMENT