

How to Develop the Group Initiative Framework

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Realities relating to career or professional development, work/life, company culture, leadership delivery, or advancing women in the workplace can vary from one organization to another, and even across divisions within some corporations.

If known problem(s) or goal(s) aren't easily identifiable to present as the framework for the Group Initiatives, the HBA recommends that Executive Sponsors collaborate with the Champions to conduct a comprehensive 'listening tour' across critical areas, including HR, Diversity, Equity, and Inclusion (DEI) departments, internal women's networks, and engage with C-Suite or division heads.

The objective is to pinpoint the primary gaps and challenges impeding the advancement of women in the workplace.

- Compare the top trends identified during the listening tour with the organization's or division's strategic objectives to ensure perfect alignment.
 - Create the blueprint, encompassing visual aids and a compelling narrative that communicates these priorities to the Ambassadors. In this narrative, endeavor to incorporate data, key insights from stakeholders, and a compelling rationale for addressing specific challenges.
 - Deliver this narrative to the Champions during pre-launch and/or the Ambassadors at the program launch in a manner that ensures clarity and paves the way for their creative ideation.
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