

# Examples Group Initiative Framework Ideas and Results

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The HBA has dozens of Ambassador Programs across the globe, and no two group initiatives are exactly the same. Ambassadors will be asked to think of problems and issues, and big ideas to solve them – once narrowed down, these will become the group initiatives.

Here are a few examples of problem statements and proposed initiatives to solve the problem:

<b>Problem/Issue</b>	<b>Proposed Initiative*</b>
<b>Outdated company policy on flex-time, impacting recruitment and retention of employees with children. Need external models from other companies that adhere to government and company requirements</b>	Create a task force and bring in experts to review and model their country specific program that worked. Seek to make a formal proposal to policy holder group for company or department.
<b>No one to go to in the company to get advice from and get ready for interviewing and gaining advocate support for internal positions that are posted.</b>	Create a small group of internal interview coaches that are available to all company employees at the site. The Ambassadors provided training for these coaches from the Ambassador committee and HBA resources and design in sustainable process for on-going use.
<b>Newer employees do not have access to a network of decision makers and thought leaders</b>	Determine how onboarding of new hires are built and the Ambassadors propose an additional 30 minute segment that cohort designs to introduce key leaders in their department / company to showcase what their roles are from a strategic standpoint.
<b>Feeling unknown in the company, because long term employees have their own network and most functional areas in the company stick to themselves</b>	Create a cadence of on site or virtual events with Ambassadors as moderators, panelists, organizers. Invite long term employees to participate and be presenters. Ambassadors to influence actions to cross-fertilize functional silos with vigor and purpose.

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