Developing Work Group Initiatives

Last Modified on 09/18/2025 11:43 am EDT

What are Group Initiatives?

The HBA Global Ambassador Program Group Initiatives represent a visionary approach to strategic problem-solving. These initiatives foster co-creation and collaboration, harnessing real-time innovation to address gaps, create multiple options for challenges, and cultivate solutions that nurture the next generation of leaders.

During the program, the Ambassadors will work on 2-3 group initiatives for the company, in most cases from initial ideation to completion. The program's innovative approach operates under the guidance of a framework crafted by the organization, which grants the Ambassadors the freedom to explore and make informed choices, while also extending their horizons beyond their daily tasks, thus expanding their leadership mindset.

Group Initiative focuses vary widely and can address any element of DE&I, career or professional development, work/life, company culture, leadership delivery, etc. Employee-focused initiatives benefit the individual, which results in organizational success.

What is the Group Initiative Framework?

The Group Initiative requires a framework wherein the Ambassadors operate. This framework ensures that the Ambassadors remain aligned with the overarching vision and specific guidelines established by the company.

A program's Executive Sponsors play a pivotal role in developing and delivering the group initiative framework to the Ambassadors. In some cases it may be as simple as providing:

- **A Problem Statement**: present one or more known challenges facing the organization, business unit, etc., positioned as a problem to be solved
- **A Goal**: present a desired end state for a situation, allowing the Ambassadors to innovate solutions for how to get there

In others, Executive Sponsors may choose to curate the framework more intensively by assessing the present organizational landscape and discerning the strategic priorities, acquiring insights from diverse sources as needed

The Group Initiative Framework should be conveyed to the Champions during pre-launch planning, and then delivered live to the Ambassadors during the program's launch (or optional Fireside Chat), supplying them with the necessary context and direction to develop effective solutions.

How to Develop the Group Initiative Framework

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.

How do the Group Initiatives impact the Ambassadors?

As the Ambassadors embark on this journey, they encounter a unique opportunity to think expansively and actively engage in the design and implementation of impactful solutions. Throughout this process, Ambassadors cultivate a diverse skill set, which includes:

- **Visualization:** The ability to conceive and communicate abstract concepts.
- **Adaptation and Pivoting:** The skill of modifying approaches based on real-time feedback and changing circumstances.
- **Experimentation**, Testing, and Refinement: A culture of constant improvement through iterative testing and analysis.
- **Prototyping:** Transforming concepts into tangible prototypes to evaluate their viability.
- **Overcoming Challenges:** The aptitude to confront obstacles and setbacks with optimism, approaching them as opportunities for growth and innovation.

The Ambassador Program Group Initiatives represent a forward-thinking strategy that equips Ambassadors to become catalysts for change, promoting innovation and the advancement of gender equity in the workplace. It is a transformative approach that places your organization at the forefront of leadership development.

Examples Group Initiative Framwork Ideas and Results

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:

Problem/Issue	Proposed Initiative*
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	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.
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.	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.
Newer employees do not have access to a network of decision makers and thought leaders	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.
Feeling unknown in the company, because long term employees have their own network and most functional areas in the company stick to themselves	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.