

4 IDEAS

TO HELP YOU STEP INTO ERG LEADERSHIP

DISCOVER



Learn the history of your group, understand the needs and wants from members and the expectations leadership may have of the group. Do not make changes right away, give yourself plenty of time to learn and connect with members

DEVELOP

Begin planning with your group, create goals, initiatives, and a mission if one does not already exist. This should all be created on the foundational knowledge you gained in the last step. Members should take an active role in shaping and creating these with you.



DRIVE



Begin implementing your plan. Make sure everyone in the ERG feels purposeful. Everyone has something to contribute to achieving the goals.

Diagnose

Continually assess how things are progressing, changes in the environment, changes in group membership and needs. How do you need to adjust goals and the overall plan?



CONSIDER YOUR CONTEXT



Remember that this group is likely to be very different from groups at other agencies or organizations. Listen to members, empower them, amplify their voices. Many of these skills and strategies are true in any leadership position.

To Learn More

All of these steps come from a 2013 research paper by Welbourne and McLaughlin. [Learn more by reading the full article](#) on the Resources page on our website.

Reference:

Welbourne, T. M., & McLaughlin, L. L. (2013). Making the business case for employee resource groups. *Employment Relations Today*, 40(2), 35-44

