

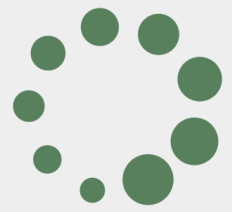


ERG *Empowerment*

Strategic Development for Employee Resource Group Leaders

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About Mindpower Strategic



We are a culture strategy firm. Through a full spectrum of consulting, strategic plan development, and facilitated learning, Mindpower Strategic is uniquely positioned to design empowering culture-shaping and change management solutions that will meet your unique needs and help you unlock the full potential of your diverse workforce.

Recent Engagements

Senior Living Hub

Redesigned an outcome-focused, mission-centered DEIB Strategy with objectives, success measures, and aligned initiatives relevant to strategic business priorities.

Transport Provider

Facilitated a 6-month custom leadership program to support strategic development for a cohort of Employee Resource Group Presidents.

Private School

Recalibrated a Culture Operating System with new Core Values, aligned team behaviors, and a sustainable system of inclusive policies, protocols, and practices.

About Angela Cooper

A former Fortune 300 Chief Diversity Officer from the finance industry, Angela has over 20 years of business experience leading change and shaping organizational health. As the Founder and Principal Consultant of Mindpower Strategic, Angela now serves as a thought partner and strategist for forward-thinking business leaders working to create more inclusive futures for us all.

Visit <https://www.mindpowerstrategic.com/about> to view or download Angela's full bio.



Trusted By These Great Clients and More...



Get in Touch

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www.mindpowerstrategic.com

The ERG Leader Experience

ERG Empowerment: Meaningful development to foster the growth of diverse leaders

Offer this unique development experience to a cohort of your high-potential ERG Board Leaders. This powerful program presents a collection of emerging relevant research, experiential best practices, and evidence-based tools for accelerating strategic leadership within ERGs and beyond.

The six-part series of educational and interactive sessions is designed to create an opportunity for ERG Leaders to learn and apply new leadership skills, enhance their ERG's effectiveness, and advance their personal growth.

Session 1: Strategic Thinking

Purpose, Envisioning Success, Impact vs. Effort

Session 2: ERG Member Engagement

ERG Effectiveness, Member Value, Designing Inclusion

Session 3: Resilience

Energy Protection and Burnout Prevention

Session 4: Power

Power Dynamics and Power Mapping

Session 5: Influential Leadership

Influence Strategies

Session 6: Reflection and Planning for the Future

Applying Lessons Learned, Strategic Focus



What People Say

"ERG Boards will benefit greatly from Angela's deep and nuanced understanding of the challenges ERGs face, as well as the steps they can take to evolve their positive influence and leadership."

"I was able to immediately implement these ideas into my work as an ERG President."

"Real insights about how strategy and change management apply to ERGs."

"It was a pleasure working alongside fellow ERG Presidents as we learned how to empower not only ourselves, but our members, as we seek to build a culture of diversity, equity, and inclusion."

Participants will leave with solutions and tactics they can use to make a powerful impact within their ERGs and throughout their careers.

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Benefits for ERGs



The ERG Empowerment program equips Board Leaders to:

- Create space for meaningful self-discovery and reflection
- Acquire, practice and test new leadership skills and tools
- Engage in focused work to elevate the impact and effectiveness of their ERGs
- Deepen connections, psychological safety and trust within the ERG Leader cohort

Logistics

Participation & Pricing Considerations

We partner with you to shape a solution that best meets YOUR needs. The ERG Empowerment 6-month program is offered for a designated cohort of ERG Board Presidents and Vice Presidents. For the most powerful experience, include all ERG Board Members. We have the tools, coaching content and templates to provide structure for your ERGs as they build their strategic plans. Pricing is based on organization size and specific needs. Please request a proposal for more information.

Program Format

While a 6-month series is standard, the program can also be offered as one full-day summit or two half-day retreats. In-person participation is recommended to facilitate interactive learning and relationship-building. While the program is designed as a total solution with a series of six sessions, targeted 60-90 minute Empowerment Labs featuring one component of the program are offered upon special request, and material can be customized for relevance. Virtual formatting is available with creative, activity-based practices, breakout “rooms” and writing activities.

Space/Tech Requirements

A large, audio-visual equipped space with U-shaped or small group seating and room for movement-based exercises is ideal. For virtual sessions, we will work with a coordinator on your team to plan the best format.

Support & Tools

Prep and debrief meetings will help you customize activities most relevant for your group and ensure value. Facilitation guides provide an overview of each session. PowerPoint slides anchor learning. Handouts and learning materials will capture key ideas and reflections.

Why Choose Us

At Mindpower Strategic, we have years of experience working with ERGs to shape inclusive and empowering cultures. Our approach centers a combination of philosophical insights and experiential lessons, and we employ facilitation techniques that create psychological safety, draw people in and inspire them to experiment and grow. We strive to create transformative learning experiences with applicable takeaways that offer lasting impact. It would be our honor and pleasure to be a strategic partner for you!

Get In Touch

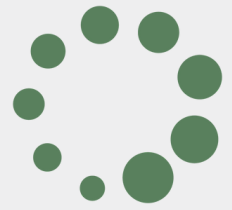
We'd love to hear from you and share more about what we do. Please reach out to schedule a free call and explore possibilities together!



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Why Choose Us

At Mindpower Strategic, we have more than two decades of experience evolving cultures to be more empowering and energizing. Our tone and approach are centered in change management techniques that create psychological safety, draw people in and inspire them to do their best thinking. Drawing from our strategic skillset and our deep belief in the power of mindset to drive behaviors and results, we offer unique tools and support to help you lead purpose-driven and meaningful change.



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About Mindpower Strategic



Mindpower Strategic, LLC is a Diversity, Equity, Inclusion and Culture-Shaping firm dedicated to helping organizations empower and energize people.

Offering a full spectrum of strategic consulting, facilitated learning, and change management solutions, Mindpower Strategic is uniquely positioned to help you enrich your culture, engage your workforce, and execute your strategy.

mindset



behaviors



outcomes



Angela Cooper (she|her)

CEO, Founder and Principal Consultant

Angela has over 20 years of business experience leading change and evolving cultures in healthy ways.

Through Mindpower Strategic, Angela serves as a thought-partner and strategist for forward-thinking business leaders who understand the value of organizational health.

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