



BOLD:

SMART RISKS

AMID FLUID FUTURES

2018

ERG SUMMIT &

LEADERSHIP FORUM

ELEVATE
INTERGALACTIC ALLIANCE



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Making the Most, Professionally, of your ERG Experience

Mike Sebring
Head of Inclusion and Diversity,
Americas Division



SMBC SUMITOMO MITSUI
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Trans



-ferrable Skills

What's the Value of ERGs to Your Company:

- Engage employees and the community in alignment with the organization's brand, reputation, and mission
- Helps your company achieve its diversity and inclusion vision
- Aligns with people strategies of your company to attract, develop, retain and engage key demographic groups

What's In It For Me to be an ERG Leader?

- Visibility, Access, and Opportunity
- Develop Transferable Skills (planning, problem solving, budgeting, business exposure, etc.)
- Impact personal/professional growth and business results

What's the Benefit to Your Boss?

- Increases employee engagement and performance
- Inspires employees to be their true selves
- Recognize the value and transferrable skills to the business

What's the Point?



How has your ERG participation made a positive difference for our organization, team, and self?

What have you learned by being an ERG Leader and what would you do different?



What transferrable skills have you identified to link your ERG activities to your day job?

What do you need from your manager to support your continued ERG involvement that will enhance your professional career?

What transferrable goals might be appropriate for the next performance review period?

Begin new “Me” folder for the next performance cycle to capture all your ERG and professional accomplishments

Preparing for Your Performance Conversation

What You've Done

- Administrative
 - Greeter, name tags, food/drink prep
 - Program Resources (Technology, Food, Room Set-up, etc.)
- Branding/ Intranet Site
- Committee Leader
- Communications
 - Articles
 - Minutes
 - Program Promotion
- Designer of Program Content and Flow
- Facilitator/moderator
- Mentor
- Metrics – creation and reporting
- Recruitment (campus, events, in-house)
- Program Leader
- Technical Support



Business/Job Relevance

- Organizational Skills, Professional Presence
- Marketing, Technical Skills, Creativity
- Budgeting, Coaching, Planning, Recruit/Lead/Manage Membership
- Collaboration, Teamwork, Communication, Client Contact, Marketplace Knowledge & Insight
- Deadline Management, Creative Writing, Attn. to Detail
- Innovation and Idea Sharing, Communication
- Sales, Negotiating, Budgeting
- Collaboration, Brand Awareness, Networking
- PowerPoint Skills, Planning, Content Design, Organization skills
- Public Speaking, Inspiring/Motivating, Info Sharing
- Leadership, Retention, High Performance Coaching
- Spreadsheets/Excel, Budgeting, Project Planning
- Recruiting High Performing/Diverse Talent
- Leadership, Content Development, Educating others
- Problem Solving, Creativity, Working Under Pressure

ERG Activities and Relatable Skills



Celebrate Your Success!



Thank you!

Thank you, Mike Sebring and Nadine O.Vogel!

