

PURPOSE

Our purpose is to build a community of support for current and future leaders from black communities. Given the low levels of representation and inclusion of black professionals in business transformation, it is imperative to intentionally network black professionals to compare our experiences and analyse industry data and case studies to inform our view on recommended actions and methods to address the current disparity.

The mission of the Enrich team is to identify best practices, develop thought leadership, and build and promote a strong pipeline of black talent to increase representation of black leaders in business transformation.

AIMS

The initial scope of our effort will focus on four areas:

- **Support:** Give visibility to the black leadership and talent that already exists in this space globally. Develop opportunities to match peer-to-peer and leader-to-emerging talent for mentorship and reverse-mentorship, with an aim of sponsoring talent to accelerate their career velocity.
- **Network:** As a community that shares the experience of being underrepresented, our aim is to support one another and invest in building a strong pipeline of black business transformation talent. We commit to provide wider access across the network to talent wanting to enter and progress within this industry. Our geographical sphere will deliberately expand outside of North America and the UK. Cross-cultural and geographic working practice will feature heavily in the group.
- **Sponsorship and Talent Pipeline:** Surface and advocate for high potential black talent among this group. Identify opportunities to expose and develop talent with an aim to gaining sponsorship – both within member organizations and jointly supported among this group. Share employment opportunities across the network and work together to identify talent to put forward for roles.
- **Thought Leadership:** Analyse and discuss case studies and best practice examples from global leaders in this space, with an aim of developing a shared point of view, gathering proof points and publishing thought leadership to advocate that enterprises and business transformation professionals recognise, develop, and adopt these practices. Our aim is to highlight the importance of bringing diversity into transformation activities by developing thought leading practices and toolkits.

OBJECTIVES

We strive to make an impact through delivering produce tangible outcomes and actions. In the coming 12 months, we will:

- *Develop a pipeline of at least 50 qualified black professionals.*
- *Establish mentor/coach relationship with at least 50% of the pipeline.*
- *Support at least 5 candidates to successfully accelerate their careers through promotion, role change, job expansion or similar.*
- *Publish at least 2 position papers per year to establish Enrich as a thought leader in this space.*

REQUESTED COMMITMENT

Delivering results and actions takes input and engagement from every member of the group. The request of members is to commit to:

- Attend at least 3 meetings per year (from a total of 6)
- Provide peer-to-peer sponsorship to nurture and support for those leading change
- Mentor at least one member of the talent pipeline
- Enlist senior colleagues and associates to actively participate in the group
- To develop and lead sessions in your area of interest and expertise
- To surface best practices and contribute to developing case studies and other forms of thought leadership
- Participate actively and contribute to the group's point of view and learning journey

The symbol for the ENRICH logo is from the Adinkra symbol for strength from Ghana.