

RESOURCE GROUPS

Almost all DiversityInc Top 50 companies use their resource groups to identify talent (externally and internally) and help develop leaders. The groups themselves offer a tremendous opportunity to cross-train people with new skills as well as to give them chances to work with other business units and have exposure to senior leadership, often through the executive sponsors.

The selection process for group leaders is important and should involve HR as well as the individual's manager, to get buy-in. It is very difficult for employees to succeed as resource-group leaders unless they have support from their supervisors and are given sufficient workday time. Data correlations and interviews with leading companies show value in linking the employees' performance in the resource group to performance reviews.

Guided Questions for Staff:

» **How do you select your resource-group leaders? Does HR have a role? Are you limiting the group leadership to people who have already demonstrated leadership within the organization?**

Resource-group leadership is critical to talent development. Having resource-group leaders meet periodically (four times a year is most common) with the CEO and senior team allows group leaders to develop confidence and contribute at a higher level.

» **Are you using your groups to help recruit new talent? Do they attend job fairs at colleges and professional organizations? Do they help on-board new employees?**

Resource groups have proved invaluable at helping to engage new employees and make them comfortable in the corporate environment. They also help acculturate families and improve retention rates.

» **What type of training do you offer your resource-group leaders?**

Are they gaining help in developing leadership skills and in understanding how to succeed in the corporate culture? Consider programs such as [Kraft Foods' JumpStart](#) that address leadership and situational-awareness needs.