



The 3 ERG Phases

Initial

- No ERGs in place
- Determining what type of ERGs are needed
 - Does the business have capacity for ERGs

Early Implementation

- Several ERGs in place
 - How to meaningfully expand
- How to meet the needs of the organisation

Established

- Wider range of ERGs, running for a few years
 - How to increase engagement
- How can the ERGs be operationalised