

3 EFFECTIVE USE OF RESOURCE GROUPS FOR TALENT DEVELOPMENT

Increasingly, progressive companies such as those in the DiversityInc Top 50 use their resource groups to find, engage and develop talent. Resource-group participation has increased from X to X over the last six years and the emphasis on talent development has magnified.

Resource groups offer a critical way to develop leaders, especially from underrepresented groups and those who may not have the obvious qualifications to move into management. Cross-functional and cross-business-unit positions are excellent ways to train future leaders of the organization, and working with executive sponsors gives group leaders exposure to senior leadership and can lead to mentoring and sponsorship relationships.

In addition, resource groups are the best ways to ascertain employee engagement and address retention issues specific to one demographic group. Cultural programs such as [Kraft's JumpStart](#) help acclimate people from underrepresented groups to the corporate culture. ([Kraft Foods](#) is No. 18 in DiversityInc Top 50.)

Guided Questions for Staff

Are your resource groups open to everyone?

Are they inclusive of all employees, including hourly/remote workers, who could be your next generation of leaders? Make sure you are clearly communicating the opportunities for leadership in a resource group and helping leaders who are stretching in new roles to maximize their potential.

Are your resource groups helping with diversity training?

Like Kraft's JumpStart, good training is culturally competent and sensitive to the needs of underrepresented groups. Use them to understand what works in your company and what needs attention.

Are you communicating your resource-group successes? If nobody knows what your groups are doing to help develop talent, they won't get more money and more corporate resources to increase their efforts.

**NEXT
MONTH**

Disability Employment Awareness Month for all employees and **Executive Diversity Councils** for D&I staff, executive-diversity-council members, resource-group members, and HR, communications and legal staffs.