

# Rising *Together* Success Circles

**PEER MENTORING FOR AN INCLUSIVE WORKPLACE**

A positive, habit-based approach to elevating all.

Presented by Next / Level Leadership

973-783-7675

[www.the-next-level.com](http://www.the-next-level.com)

## Introducing Rising Together Success Circles: Peer Mentoring for Inclusive Workplaces

As we introduce this partnership with Sally Helgesen & Next Level Leadership, let's look back at the seed planted over 30 year ago...

In the late 90s, Next Level Leadership founder Brigid Moynahan was seeing what Forbes premier women's leadership expert Sally Helgeson was seeing.

As Sally outlines in her 1995 classic "The Web of Inclusion," there exists an undervalued, more effective leadership style. Rather than top-down, pyramid-style leadership, a web-style approach- leading from within an agile *web of inclusion*.

Brigid developed Success Circles peer coaching methodology to foster web-style leadership. Since then, the SC program's been making inclusive practices, habit. *And*, making top-notch coaching accessible across organizations. Today SCs are supporting one another, some for *decades* beyond program graduation, changing lives and transforming organizations across the Fortune 100 and academia.

With her latest book *Rising Together*:--- Sally makes the urgent call to come together now for inclusive workplaces. We've teamed up to offer Rising Together Success Circles, peer mentoring for inclusive workplaces to put Sallys work to work!

**When your success/ my success becomes *our* success, we all rise.**

## Introducing Rising Together Success Circles: Peer Mentoring for Inclusive Workplaces

# Rising Together Success Circles

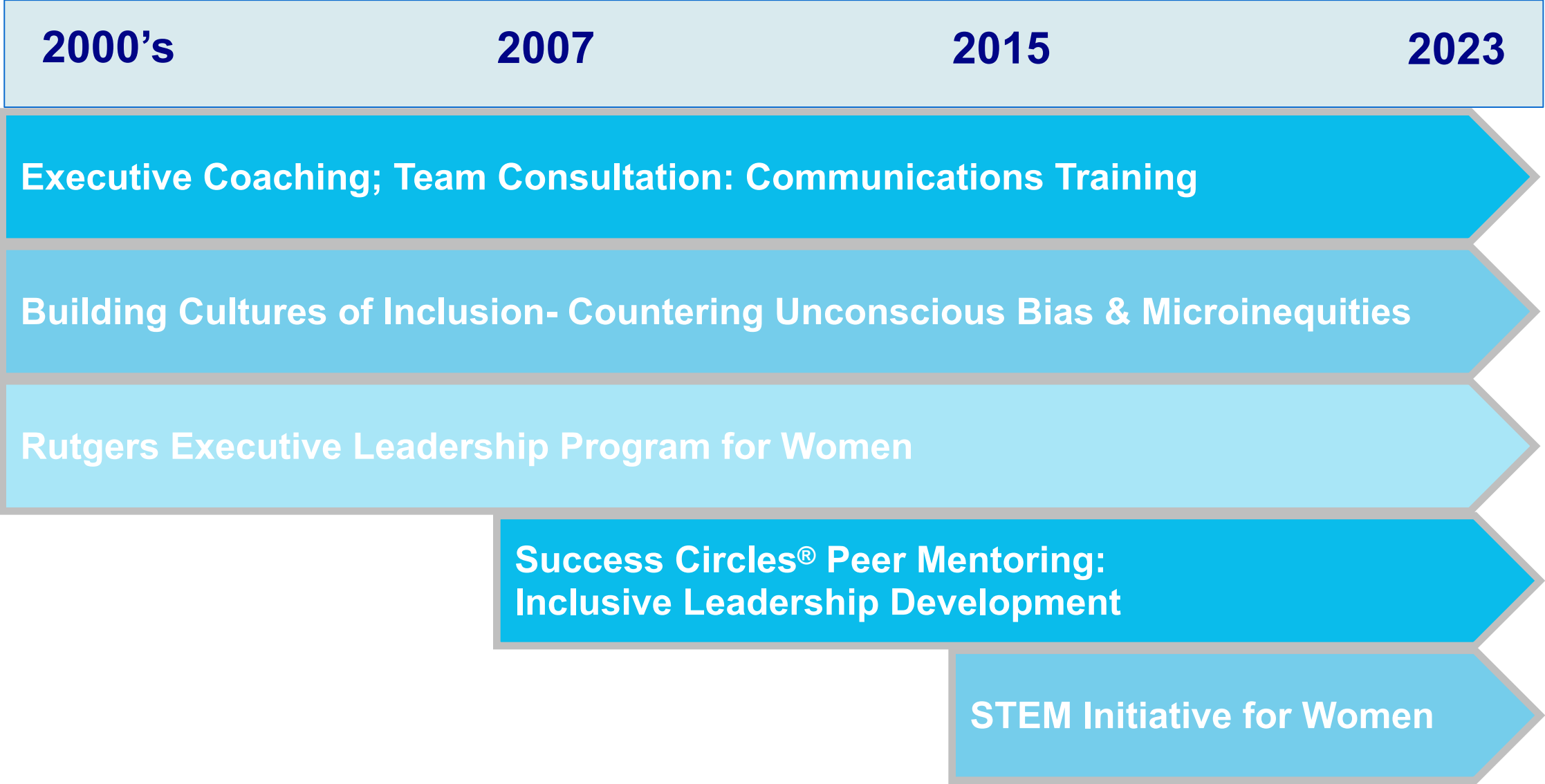
PEER MENTORING FOR AN  
INCLUSIVE WORKPLACE

*“...A web of inclusion is not simply a structure. It is also a way of operating. As such, webs depend upon, enable, and reward the practice of inclusive behaviors and habits. This sets webs in opposition to the top-down style that previously prevailed in organizations. Instead of chains of command and communication styles determined by pecking order, webs spin tendrils of connection that enable people to communicate across levels and silos.”*

Sally Helgesen, *Rising Together*

Success Circles were first created to foster the “Web of Inclusion” Sally envisioned in her 1995 book by that name, the first to use the term “inclusion” in a business context. Since then, Circles have been transforming workplaces from pyramids to webs.

# Success Circles Tenure



# Success Circles Partners

28 of our clients have been on Diversity Inc's list of the Top 50 Companies for Diversity. 15 have won the Catalyst Award.



## Picking up where typical DEIB efforts stop

### From “aha” moment to... “now what?”

Awareness of bias is just the beginning, not the end, of creating inclusion.

Inclusion is a practice, a set of habits built through supported commitment over time.

Success Circles are putting DEIB pioneer Sally Helgesen’s latest book *Rising Together* to work,

As Circles practice the time-tested, results-backed peer coaching mythology, new insights become new ways of being, instilling real, lasting culture change.

Changing our behaviors is  
more likely to change our  
thoughts  
than changing our thoughts  
is to change our actions.

-Sally Helgeson, *Rising  
Together*

**Let’s explore how Rising Together SCs make inclusive practices, habit.**

# From Safe Spaces to Strong Spaces

**Rising Together Success Circles create *strong* spaces to address triggers, bridge divides, and do good work together.**

In recent years, there's been much talk of creating "safe spaces" at work.

We cannot expect the workplace to always feel safe.

We can help one another develop the strength to be present with whatever shows up.

With Rising Together Success Circles, we're creating strong spaces.

- ✓ It takes *strength* to grow through the moments when we want to give up.
- ✓ It takes *strength* to allow those we've hurt to be heard.
- ✓ It takes *strength* to speak up again when our boss devalues our comments.
- ✓ It takes strength to rise, and it takes even greater strength to rise together.

**As Rising Together Circlers investigate pain-points, accept one another's experiences, and choose inclusive actions, we are forging strong spaces.**

# Rising Together Success Circles

*I will be forever changed from being a part of this program.*

Kimberly Cook-Chennault,  
Assoc Prof, Mechanical &  
Aerospace Engineering, PSU

**A positive, habit-based inclusive leadership program.**

- **Circlers develop as they**

- Address triggers
- Build values-aligned connections
- Practice inclusive behaviors
- Combat isolation and work/life stress
- Foster a sense of belonging
- Promote the virtues of grace, integrity, and respect

- **Circles step into inclusive leadership**

- Skillfully collaborating
- Cross-functional teaming
- Generating just-in-time solutions
- Empowering via coach-leadership
- Speeding innovation

- **Beyond graduation**

- Circles continue to meet
- Individuals pursue development plans
- Organizations enact Circler designed Rising Together Road Maps



### Rising Together Success Circles practice inclusive leadership behaviors

- ✓ Active listening
- ✓ Engaging across levels & divisions
- ✓ Enlisting support
- ✓ Demonstrating generosity
- ✓ Cultivating the power of we

*I'd never have applied for and won my current role were it not for my Success Circle!*

AstraZeneca Success Circles '22 Grad

### Building the *habit* of inclusion via ongoing, positive accountability.

- **6-month program touchstones:**
  - **Monthly-** peer coaching circles and full group trainings
  - **Bi-monthly-** executive coaching pre-launch, midpoint, and closing
  - **Weekly-** email check-in from program leaders
- **Beyond the program**
  - The majority of Success Circles continue
  - Organizations enact participant designed Rising Together Road Maps
  - Individuals continue personalized development plans

# Rising *Together* Success Circles

**PEER MENTORING FOR AN INCLUSIVE WORKPLACE**

## Program Description

Presented by Next / Level Leadership  
973-783-7675  
[www.the-next-level.com](http://www.the-next-level.com)

# Rising Together Success Circles

## Peer Mentoring for Inclusive Workplaces

Success  
Circles Peer  
Mentoring

+

Customized  
Leadership  
Training

+

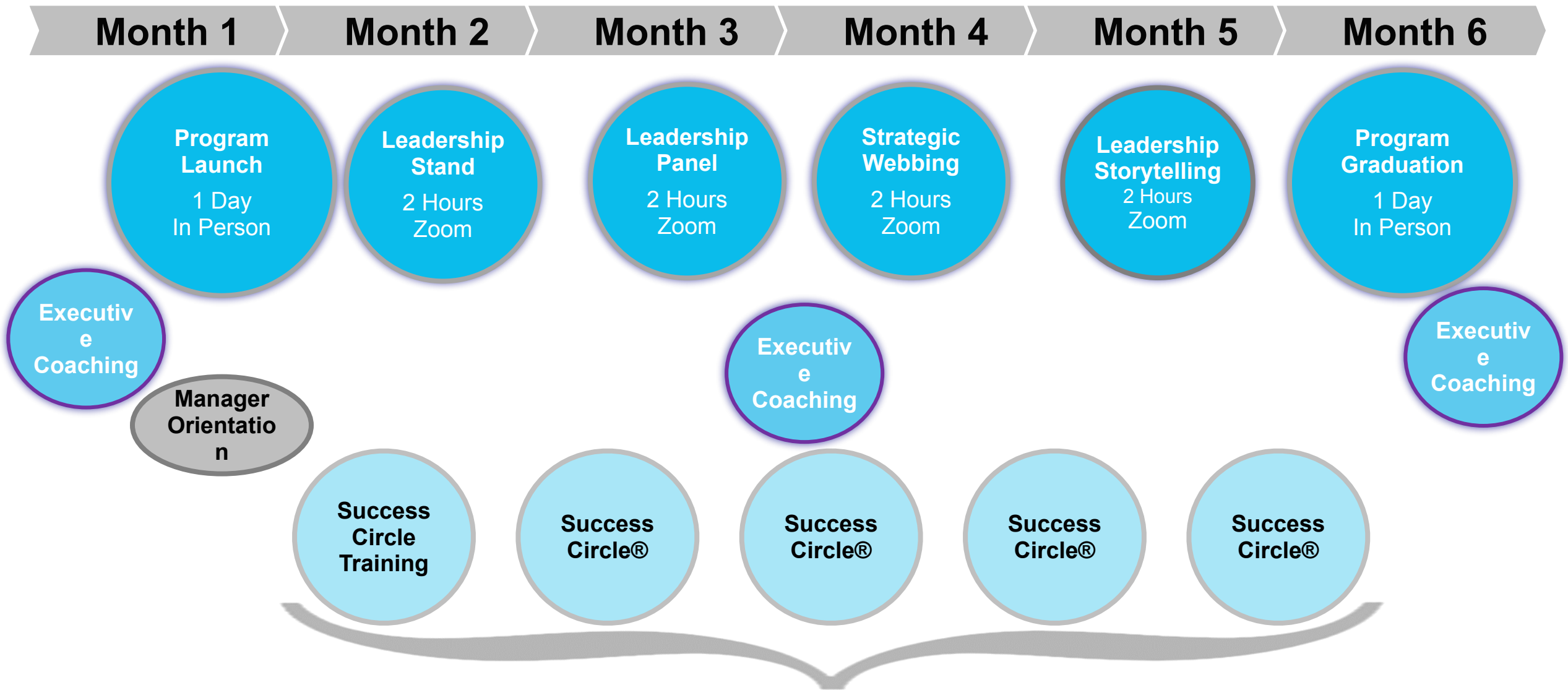
Executive  
Coaching

Mentoring Each Other – Building Skills – Expanding Networks

*The most rounded and valuable course I have attended in the 16 years I have been in the industry. It pulls together many aspects of understanding self and others and leadership styles. The course is particularly well designed in that it is spread over 6 months...this gives you time to practice and solidify your learning.*

Dr. Christine Cote, former VP J&J, J&J Success Circles Grad

# A Leadership Development Journey with Powerful Results



Feedback from Success Circles Provides Insight on Participant Needs and Accomplishments



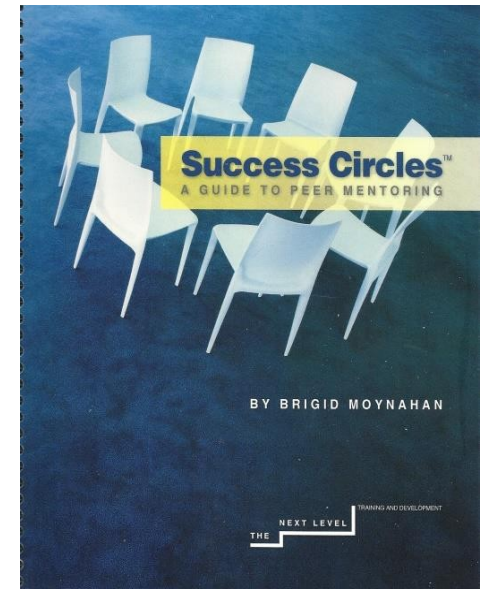
# Success Circles Peer Coaching

Self-guided peer coaching circles of three meet monthly using the results-backed, time-tested 5 question coaching methodology.

Each monthly session, Circlers rotate through three essential leadership roles- presenter, coach, and observer. Circlers identify critical issues, gain insight, generate solutions, and hold one another accountable month to month.

## → Beyond the session, Circles promote inclusive workplaces

- Reporting monthly on challenges and solutions for real-time climate survey
- Practicing inclusive habits as they step into coach-leadership



*Most rewarding training in my 19 years at J&J. Invaluable to anyone looking to move to the next level in their career.*

J&J Success Circles Grad



# Executive Coaching

**Circles are matched with Next/Level best-in-class coaches whose experience includes**

- Developing talent from “hi-potentials” to senior leaders
- Building high-performance teams
- Executive presence and leadership storytelling
- Building DEIB cultures

*Insights and tools to be not only a better leader, but also a better colleague and person.*

Novartis Success Circles Grad

*Strengthened my leadership identity. Made me grow as a leader, and by increasing my confidence, allowed me to find new partners, both in academia and industry.*

Laura Fabris, Associate Professor,  
Materials Science & Engineering, Rutgers  
Success Circles

**In three one-on-one sessions, Circlers**

- Set stretch goals
- Address triggers as growth opportunities
- Discover strengths and values
- Build positive relationships across their webs
- Design ongoing development plan

# Group Trainings

*In my top 5 list of career game changers*  
Kelly Watson, Risk Consulting at KPMG

## Program Launch

1 Day  
In Person

## Leadership Stand

2 Hours  
Zoom

## Strategic Webbing

2 Hours  
Zoom

## Leadership Panel

2 Hours  
Zoom

## Leadership Storytelling

2 Hours  
Zoom

## Program Graduation

1 Day  
In Person

### **Strong spaces:**

*connect with Rising Together Success Circle cohort*

### **Resilience training:**

*a holistic work/ life assessment geared towards resourcing oneself to thrive, closing with accountability to action plans*

### **Success Circles peer coaching:**

*learn and practice the methodology*

### **Leadership presence:**

*personal inquiry, peer coaching, and vocal / physical exercises encouraging one another to embody leadership*

### **Working your web:**

*build strategic web of allies towards leadership goals while practicing the art of authentic connection*

### **Senior Leaders on Rising Together:**

*a candid conversation with esteemed guests on navigating triggers, bridging divides, and creating inclusive workplaces*

### **Circles on Rising Together:**

*Circlers hone personal leadership stories on who they are and the inclusive leader they are becoming.*

### **Beyond the Circle:**

*crystalize key success into actionable practices to create a Rising Together Road Map- extending the web of inclusion well beyond program sphere.*

### **Graduation celebration:**

*Circlers present Rising Together Road Maps to invited leaders- shining success and lighting a path forward.*

### **Reception to follow**

*After 20 years at Penn State...this was the most valuable professional development I have taken part in - hands down.*

Michelle Zeiders, Assist Prof, Geography  
PSU Success Circles '22

# Setting Up for Success

**Next Level Leadership manages all program details in consultation with our clients**

- ✓ Identifying target population, development needs, and desired results
- ✓ Ensuring outstanding communication between participants, program leaders, and sponsors
- ✓ Program customization
- ✓ Enrolling managers in supporting candidates
- ✓ Real-time climate surveys reporting Success Circle topics and solutions
- ✓ Results tracking via pre- and post-program surveys



# Rising *Together* Success Circles

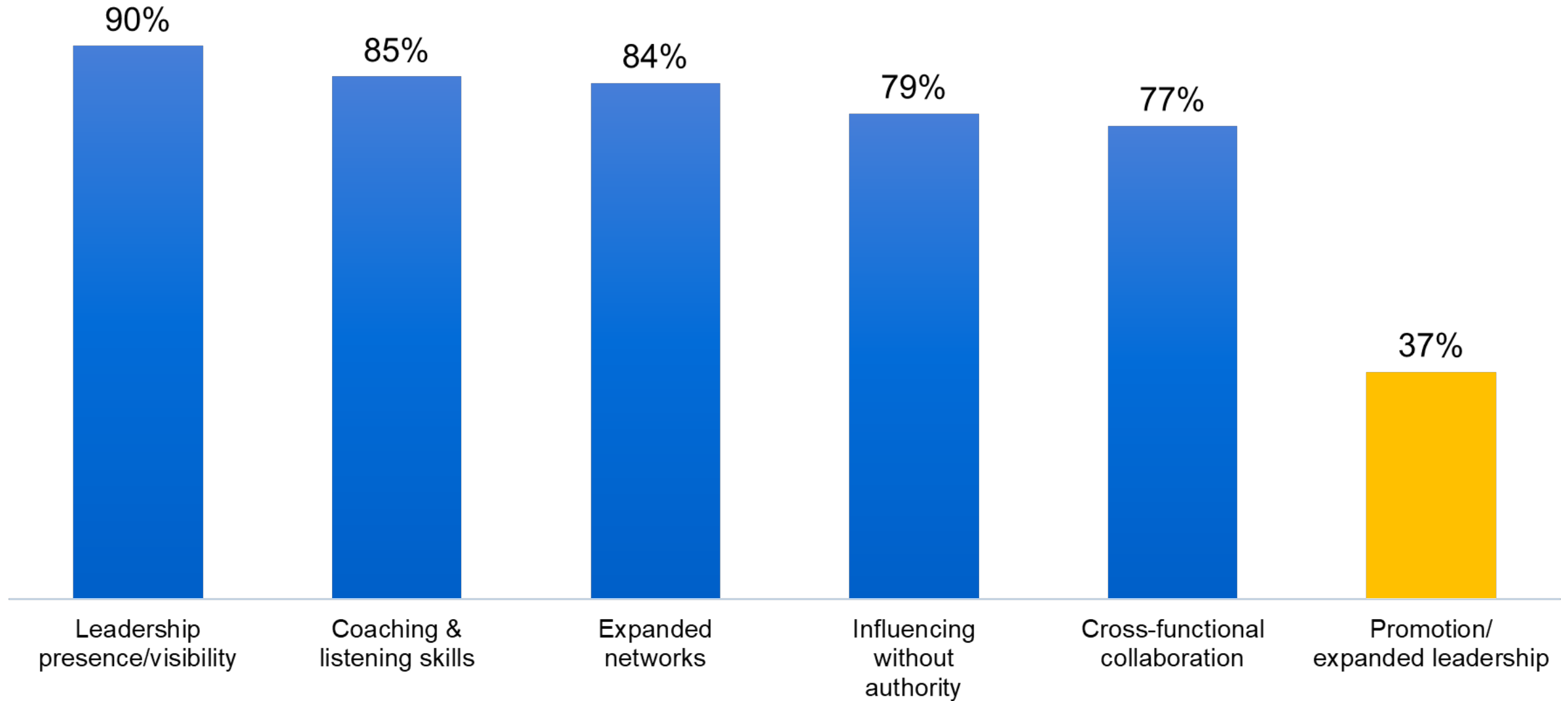
**PEER MENTORING FOR AN INCLUSIVE WORKPLACE**

## Program Impact

Presented by Next / Level Leadership  
973-783-7675  
[www.the-next-level.com](http://www.the-next-level.com)

# Success Circles: Takeda R&D (2020, 2021, 2022)

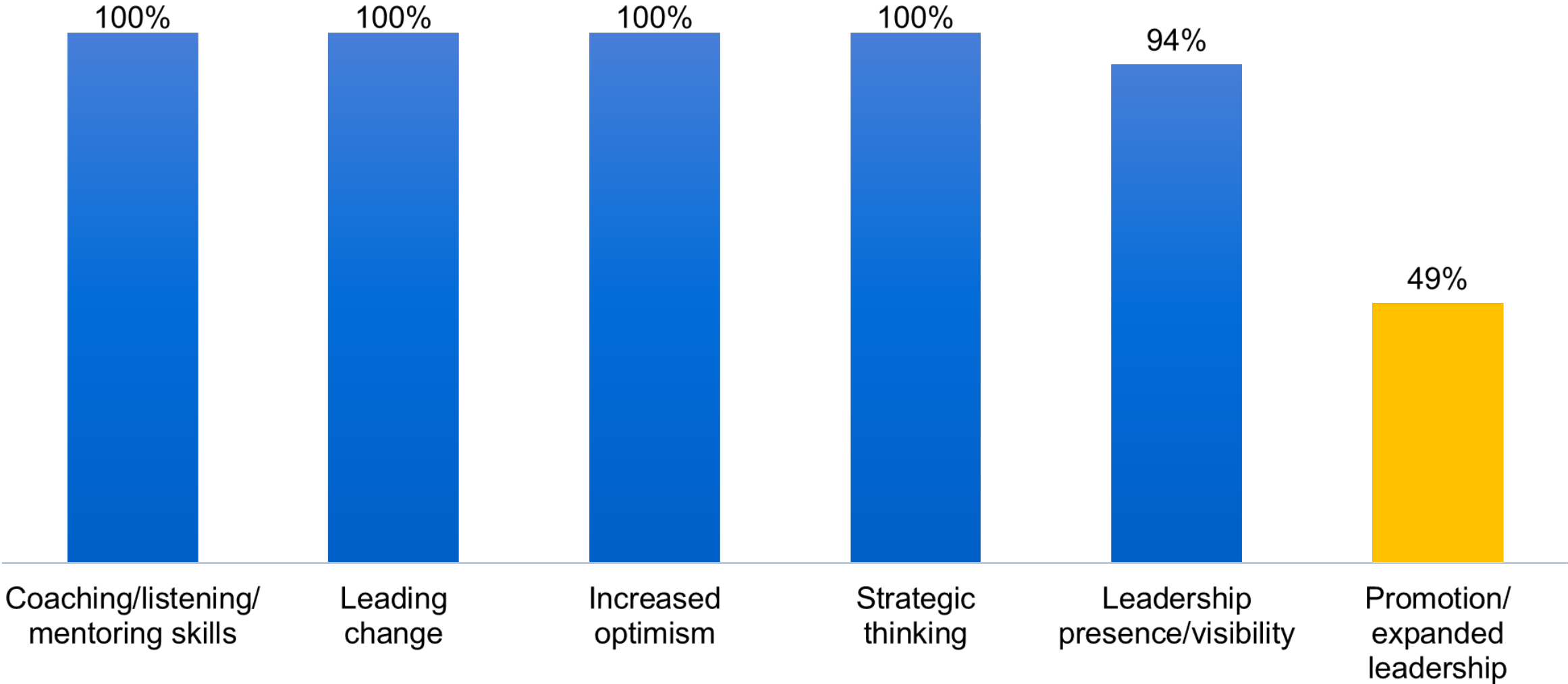
% of Respondents Reporting Significant Competency Growth



# Penn State University (2019, 2021, 2022)

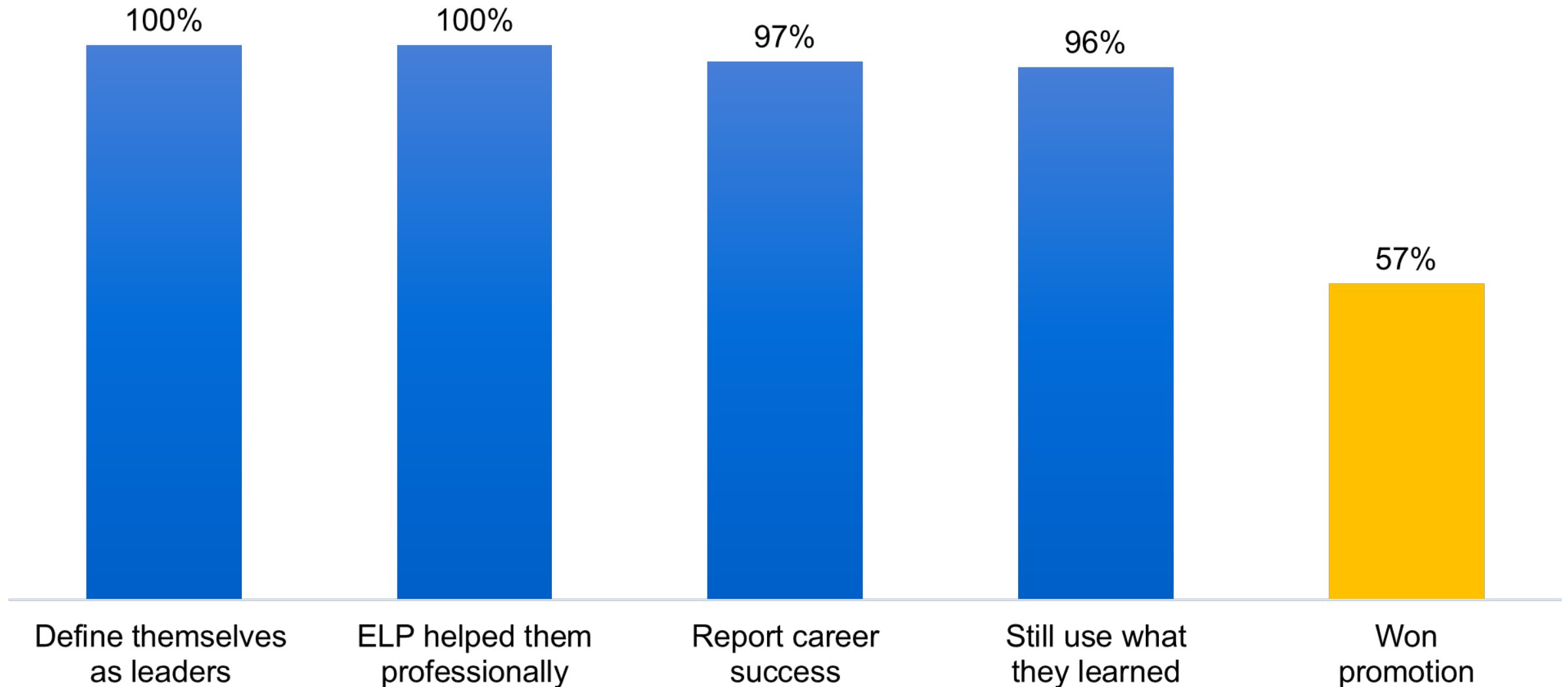
Changing the Future for Senior Women Faculty

% of Respondents reporting significant competency growth



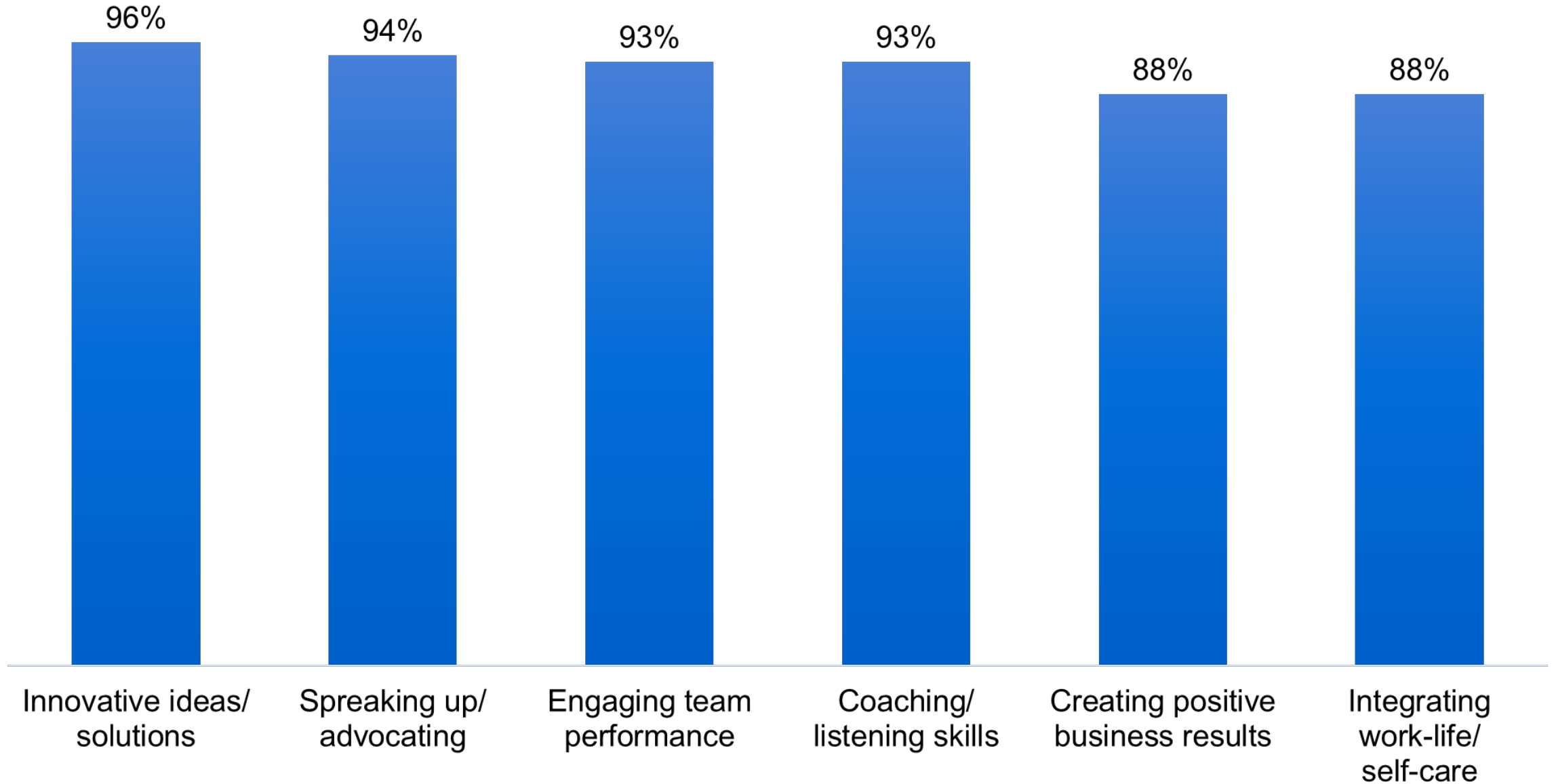
# Cross-Industry Study of Success Circle Graduates (2000-2014)

The Rutgers Executive Leadership Program for Women \*\*



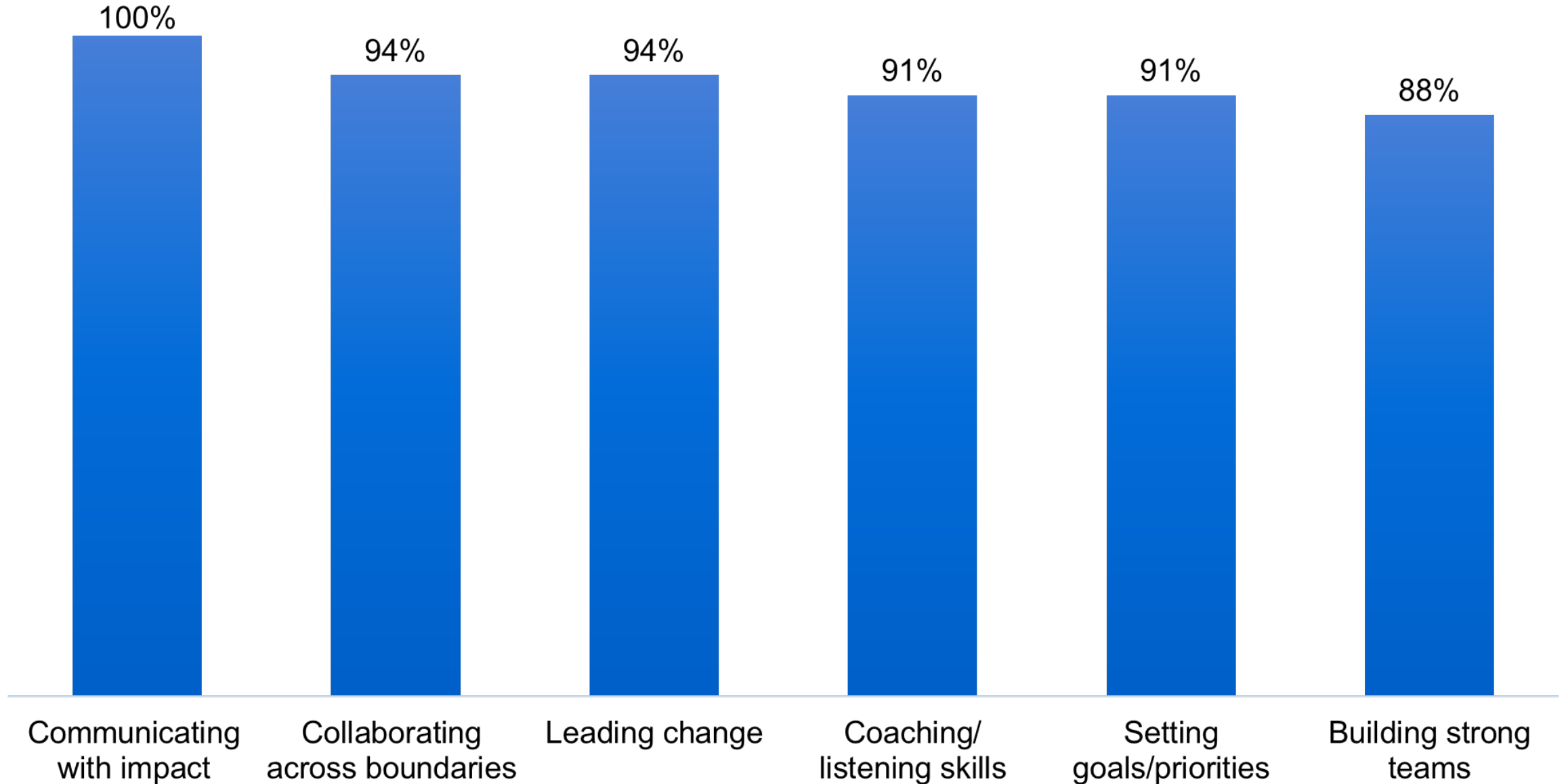
# Success Circles: Johnson & Johnson (2015 & 2016)

% of Respondents Reporting Significant Competency Growth



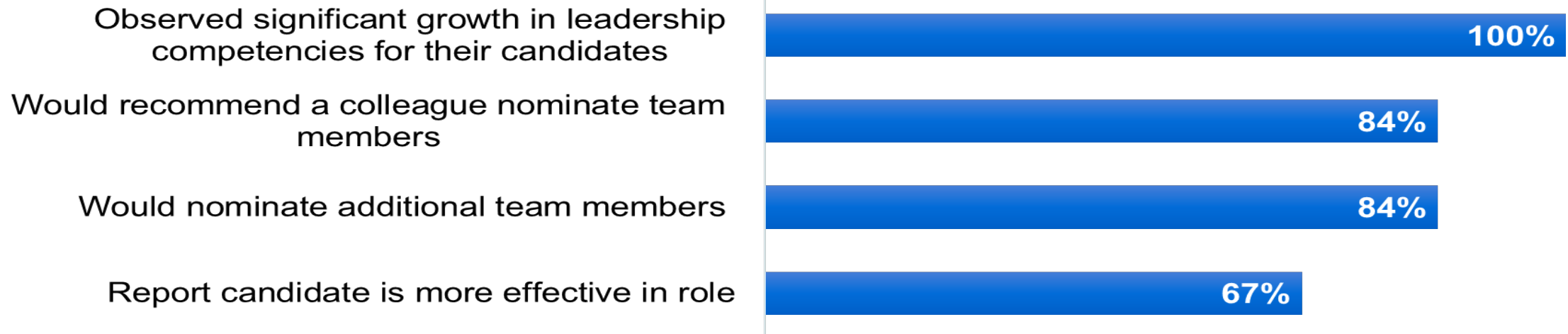
# Success Circles: Verizon (2012 & 2013)

% of Respondents Reporting Significant Competency Growth



# AstraZeneca Sponsoring Managers

*They are evolving into our next generation of strong managers and leaders, and this can only be of great value for AZ.*



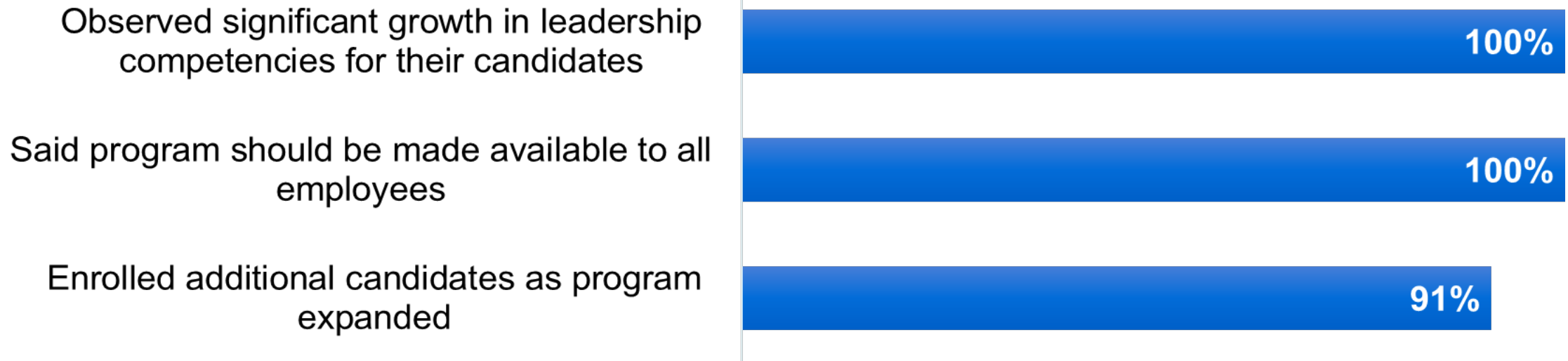
## Competencies most cited:

- ✓ Courage and confidence
- ✓ Influencing without authority
- ✓ Engaging Stakeholders

*Interacting effectively with Senior Leaders with more confidence, enabling me to delegate more significant tasks with confidence.*

# Takeda Sponsoring Managers

*Very valuable program. My team's accelerated growth directly related to participating and learning.*



- Competencies most cited:

- ✓ Willingness to speak up/advocate
- ✓ Leadership presence & visibility
- ✓ Courage & self-esteem
- ✓ Engaging team performance

*A great opportunity for my people to expand their network and learn a lot about leadership from program and other participants*



# J&J Sponsoring Managers

- 100% observed *significant* growth in leadership competencies
- Competencies most cited
  - Leadership presence & visibility
  - Leading/managing change
  - Speaking up/advocating
  - Strategic thinking
  - Engaging team performance
  - Creating positive business results

*This has been a positive and valuable experience for my candidate.*

*Very effective program. My direct has embraced her learnings from this program.*

# What Circles Are Saying: Just in from recent sessions

- *Knowing my circle has my back gives me courage to follow through on commitments.*
- *Safe harbor where we've helped each other redefine our roles and hit the ground running during major change.*
- *Helped me navigate critical conversations with higher-ups! Gained alignment on an issue that was holding my whole team back.*
- *Reminded me to make self-care a priority and set boundaries key to survival at an intense time.*
- *By exploring our different perspectives, we developed greater comfort collaborating across different disciplines and functions.*
- *I encountered a problem that was having a negative impact beyond my role and level. My circle helped me open doors and gain support from allies and sponsors to solve it.*
- *I was suddenly in charge of people who were formerly my peers. My Circle helped me figure out how to enlist them in service of the team's goals.*
- *We shared a wealth of insight and perspectives that allowed us to explore alternatives I would never have thought of.*

# Rising *Together* Success Circles

**PEER MENTORING FOR AN INCLUSIVE WORKPLACE**

Presented by Next / Level Leadership

973-783-7675

[www.the-next-level.com](http://www.the-next-level.com)