

Rising Together Success Circles

PEER MENTORING FOR AN INCLUSIVE WORKPLACE

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

- Sally Helgesen, *Rising Together*

From “aha moment” to “now what?”

Awareness of bias is the beginning, not the end, of inclusion. Inclusion is a practice, a set of habits built through supported commitment over time. Rising Together Success Circles put DEIB pioneer Sally Helgesen’s latest book, *Rising Together: How We Can Bridge Divides and Create a More Inclusive Workplace* to work. As Circles practice the results-backed, time-tested peer coaching methodology, new insights become new ways of being, instilling real, lasting change.

Don’t just read the book, do the book.

Rising Together Success Circles make inclusive practices habit:

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

Via a 6 month journey of positive accountability:

Topics Include:

- ✓ Success Circles® Peer Coaching
- ✓ Valuing Behavior
- ✓ Resilience Training
- ✓ Leadership Presence
- ✓ Expert Panel
- ✓ Strategic Networks
- ✓ Individual Executive Coaching
- ✓ Executive Storytelling
- ✓ Rising Together Road-Maps for inclusive workplaces

Activities	Schedule
Launch	1 day, live
6 Success Circle sessions	1.5 hours each, self-scheduled with peer triad, virtual
4 group trainings	2 hours each, virtual
3 executive coaching sessions	1 hour each, self-scheduled with coach, virtual
Manager sponsorship	Participant goal setting, orientation, regular briefings, graduation
Email check-ins	Weekly from program leaders
Graduation	1 day, live
Beyond program end	Circles continue as orgs enact Rising Together Road Maps

“If it wasn’t for the encouragement I got from my Success Circle, I would never have applied for or won my current global assignment!” - AstraZeneca Success Circle '22 grad

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

Designed & Delivered by Next Level Leadership

This program has achieved outstanding results advancing and retaining talent.