



BRIJ THE GAP

THE 4 WEEK COHORT

WWW.BRIJTHEGAPCONSULTING.COM

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Brij the Gap is a four week program that provides underrepresented employees with strategic career advancement and self advocacy strategies, personalized coaching and community to help them achieve their advancement goals while increasing retention within your organization.

Within four weeks, your employees will master effective methods to communicate their value to leaders and mentors, build their personal board of directors, create their professional brands and master the art of self advocacy. There is a 15 participant minimum to access Brij the Gap.



Content

Engaging video content to provide career advancement strategies.



Coaching

Personalized coaching to help your employees integrate the learnings into their professional environments.



Community

Build community with underrepresented leaders and peers.



ABOUT THE INSTRUCTOR

Devika Brij, Founder & CEO of Brij the Gap Consulting, helps professionals attain their vision for their careers through building effective self advocacy and professional branding strategies. She is a former Sales Leader (Google, LinkedIn, etc.) who transformed her career from junior level to senior leader and increased her salary 6X in less than 6 years. Devika has partnered with organizations globally to help underrepresented groups achieve their professional goals while helping organizations retain their top talent.

WEEKLY CONTENT BREAKOUT:

→ Week 1: The Gap

Underrepresented groups encounter unique and challenging experiences both personally and professionally that may be inhibiting their ability to self advocate and advance their careers. In this session, your employees will understand and overcome the self advocacy dilemma and build their professional brand through identifying their CISS framework: culture-contributors, interests, strengths and skills.

→ Week 2: Own Your Narrative

Your employees will learn why having an audible and visual narrative is imperative for self advocacy and advancement. They will create their elevator pitch and executive summary, two critical frameworks to effectively communicate their accomplishments and value during 1:1 meetings with leaders and mentors, internal interviews, career conversations, performance reviews, etc.

→ Week 3: Build Your Personal Board of Directors

Your employees will learn how to thoughtfully create and engage their personal board of directors (including career allies, mentors and sponsors) to foster mutually beneficial relationships and advance their careers.

→ Week 4: Leverage

In the final session, your employees will learn prescriptive methods on how to position, negotiate and communicate their advancement needs to leaders and attain their professional vision throughout various stages of their career journey.

WHAT

BRIJ THE GAP

INCLUDES

- Pre-launch strategy meeting with your team.
- Marketing, communication and onboarding support.
- Weekly 45 min video module and 60 min group coaching session.
- Brij the Gap digital workbook.
- 1 year license to the Brij the Gap learning platform including unlimited access to review video modules and group coaching recordings.
- Post-program meeting with your team to share feedback and insights that will influence your company's DEI and L&D strategy.

TESTIMONIALS



Working with Devika was collaborative and fulfilling, and her dedication to providing a premium, personal experience to our team made a substantial impact.

- **Matt Napolitano**
Director of HR Ops, Nike



Brij the Gap provides results-focused resources, education, templates, assets, etc. that helped our employees take empowered action.

- **Brittany Roberts**
Learning and Development Leader
Facebook



Brij the Gap brings excellent experience and actionable ways to implement what you have learned. These learnings help employees understand their professional brand, articulate their individual value and find new ways to engage career allies, mentors and sponsors.

-**Drew Rosenthal**
Analyst, Visa



The pragmatic yet strategic approach that Brij the Gap takes to deliver the tools you need to grow, develop and advance in your professional life contributes to it being hands-down, the most effective professional development program that I've participated in during my entire career

-**Mena Mahaniah,**
Brand Marketing Director
Timberland

