



BRIJ THE GAP FOR LEADERS

WWW.BRIJTHEGAPCONSULTING.COM

BRIJ THE GAP

4 WEEK ACCELERATOR FOR LEADERS

Brij the Gap for Leaders is for people managers, leaders, mentors and sponsors whose direct reports (or mentees) are participating in the Brij the Gap 4 week accelerator. In effort to create impactful change in your organization, the onus cannot only be on employees to move the needles in their careers. People managers and leaders need to understand the fundamental challenges underrepresented employees face and how to best support them as they adopt and implement the strategies they learn in Brij the Gap. Brij the Gap Accelerator for Leaders provides the exact formula and personalized coaching on how leaders, mentors and sponsors can help their underrepresented direct reports thrive within your organization and ultimately increase retention.



Content

Engaging and short video content to provide visibility into what Brij the Gap attendees learned about career advancement strategies, how direct reports and mentees may show up differently and how to best support them in their development journey.

Time Commitment: ~ 1 hr per week (4 hours total)

- One ~25 min video module released weekly
- Weekly 30 min live group coaching sessions
- Weekly exercises, reflections and group discussion



Coaching

Personalized coaching to support your leaders in becoming effective managers and advocates to your underrepresented employees.



Community

Build community with other leaders, mentors and sponsors who are committed to developing and advancing underrepresented individuals.



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 individuals 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 leaders will learn about the self advocacy dilemma underrepresented individuals experience and how their direct reports created their professional brands through identifying their CISS framework: culture-contributors, interests, strengths and skills.

→ Week 2: Own Your Narrative

Your leaders will gain visibility into why having an audible and visual narrative is imperative for underrepresented individuals for effective self advocacy and advancement. Your leaders will understand the two frameworks direct reports/mentees created this week: their elevator pitch and executive summary. These are two critical frameworks direct reports will integrate to effectively communicate their accomplishments and value during 1:1 meetings, internal interviews, career conversations, performance reviews, etc. Your leaders will learn how they can support direct reports and mentees in scaling their professional narratives.

→ Week 3: Build Your Personal Board of Directors

Your leaders will learn how employees will create and engage their personal board of directors (including career allies, mentors and sponsors) to foster mutually beneficial relationships to advance their careers, the fear and hesitation they may experience and how they can encourage them in this journey.

→ Week 4: Leverage

In the final session, your leaders will gain visibility into how employees may position, negotiate and communicate their advancement needs to attain their professional vision throughout various stages of their career journey and how leaders can best support.

WHAT

BRIJ THE GAP

FOR LEADERS

INCLUDES

- Consultation to understand your company goals, culture, challenges, and calibration process prior to launch.
- Support with marketing communication, onboarding, and post program survey.
- Post-program review with your team to share learnings and feedback from your team and recommendations that will help you shape your DEI and leadership development 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
Meta



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

