

BRIJTHEGAPCONSULTING.COM

Brij The Gap Program Offerings



DEVELOPING YOUR EMPLOYEES

Personalized Solutions for Career Growth and Leadership

The Brij the Gap 4-Week Accelerator equips employees with the career growth capabilities that drive individual advancement and organizational performance in four focused weeks.

The program is built around how adults actually learn: not through content alone, but through discussion, application and shared experience. Every session is designed to move from insight to action.

Combining on-demand content, live group coaching and a peer community, the Accelerator builds the capabilities organizations need most — self-advocacy, influence, visibility and confidence in an AI-era workplace.

The core program serves all employees. Customized delivery is available for ERG cohorts, affinity groups, and targeted employee populations — ensuring every participant receives guidance relevant to their experience.

Organizations that invest in this program see stronger engagement, higher retention and a workforce better equipped to grow from within.

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About the Instructor

Devika Brij, Founder and CEO of Brij the Gap Consulting, is a career advancement and leadership development strategist, speaker and author of *Thrive in Color*. She is Stanford-certified in AI-powered leadership.

With over a decade of experience, Devika partners with global organizations including Google, Meta, Visa, Morgan Stanley, Nike, Samsung and Glassdoor to build the capabilities that drive retention, advancement and performance.

Her programs produce measurable outcomes: 90% of leaders report stronger team management capability, and clients across Nike, Visa, Meta and Timberland have described her work as the most effective professional development program of their careers.

Today, Devika equips employees and leaders with the career growth capabilities that no technology can replace and that directly impact the retention, productivity and competitive advantage of the organizations they work for.

Client 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 has proven to be true catalysts for empowering our employees to take charge of their careers and transform their interactions with their managers. Devika teaches employees how to articulate their value to their teams, the function, and the organization in a way that truly resonates with leaders.

– Jon Wheeler
Head of I&D Learning, 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





4-Week Accelerator Program

DEVELOPING YOUR EMPLOYEES

4-Week Accelerator Program

Today's workforce is navigating more change than any previous generation of professionals. How work gets done, how performance gets evaluated and how careers get built is shifting faster than most organizations are prepared for. The professionals who thrive in this environment are not just the most technically skilled. They are the ones who know how to communicate their value, build influence and advocate for their growth with clarity and confidence.

The Brij the Gap 4-Week Accelerator equips your employees with exactly those capabilities.

Through a combination of on-demand content, live group coaching and peer community, participants build the skills that move careers forward and that directly impact your organization's retention, engagement and productivity.

The program addresses the real barriers to advancement that professionals at every level and across every function encounter: knowing how to articulate their value to leadership, build the right relationships and position themselves for growth at every stage of their career.

There is a 20 participant minimum for the accelerator program.



Content

Engaging on-demand video content delivering career advancement strategies that evolve with the workforce.



Coaching

Personalized coaching in a group setting designed to help employees apply program insights directly to their roles, careers and the evolving demands of today's workplace.



Community

A supportive network to share experiences, collaborate, and grow together.

What's Included in the Program

- Pre-launch strategy meeting with your team
- Marketing, communication and onboarding support
- Weekly on-demand video modules (45 – 60 min)
- Professional development coaching calls in a group setting (60 min weekly)
- Brij The Gap Digital workbook
- 3 month license to the Brij the Gap learning platform; access to review video modules and group coaching recordings
- *Thrive in Color* book available as an add-on participant takeaway
- A post-program debrief with your team to inform your organization's learning, development and employee engagement strategy

WEEKLY SESSION STRUCTURE FOR ALL EMPLOYEES

Weekly Content Overview

Week 1: The Gap

In today's workplace, the gap between doing excellent work and being recognized for it is wider than most professionals realize. In this session, employees identify where that gap exists in their own careers and build the foundation to close it. Through the CISS Framework™ (Culture, Contributors, Interests, Strengths, and Skills) they gain a clear picture of what they bring, how they are perceived and where the disconnect lives.

Week 2: Own Your Narrative

Employees will learn why having both an audible and visual narrative is essential for career advancement and why it matters more than ever as AI reshapes how performance gets evaluated. They will create an elevator pitch and executive summary — two powerful frameworks for communicating their value during 1:1 meetings, internal interviews, career conversations, performance reviews and more.

Week 3: Cultivate your Network of Advocates

Your employees will learn how to intentionally cultivate a network of advocates — career allies, mentors and sponsors — who open doors, expand influence and actively champion their advancement within the organization.

Week 4: Leverage

In the final session, employees bring everything together in the conversations that actually move careers forward. They learn how to use the 1:1 meeting as a strategic tool, structuring it to communicate growth goals, demonstrate readiness and build ongoing dialogue with leadership. They also develop the skills to advocate for career advancement and opportunity, equipping them to show up to high-stakes conversations prepared, precise and confident.

DEVELOPING YOUR ERG & AFFINITY GROUP TALENT

4-Week Accelerator Program

ERG and affinity group members are among the most engaged contributors inside an organization — driving culture, championing inclusion and often absorbing work that benefits the entire workforce. Yet their career development frequently goes unsupported.

The Brij the Gap 4-Week Accelerator changes that. Through strategic career advancement strategies, personalized coaching and a peer community that understands their experience, this program equips ERG and affinity group members to grow professionally, not just organizationally. When your most engaged employees advance, the entire organization wins.

In just four weeks, employees master practical methods to communicate their value to leaders, cultivate a network of advocates, craft a compelling professional brand and advocate for their advancement with clarity and confidence. This program ensures every participant gains actionable tools to move their career forward effectively.

There is a 20 participant minimum for the accelerator program.



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Coaching

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- A post-program debrief with your team to inform your organization's learning, development, and employee engagement strategy

WEEKLY SESSION STRUCTURE FOR ERG'S & AFFINITY GROUPS

Weekly Content Overview

Week 1: The Gap

ERG and affinity group members often contribute far beyond their job description, yet that contribution rarely translates into visible career advancement. In this session, employees identify where that gap exists in their own careers and build the foundation to close it. Through the CISS Framework™ (Culture, Contributors, Interests, Strengths and Skills) they gain a clear picture of what they bring, how they are perceived and where the disconnect lives.

Week 2: Own Your Narrative

Employees will learn why having both an audible and visual narrative is essential for career advancement and why it matters more than ever as AI reshapes how performance gets evaluated. They will create an elevator pitch and executive summary — two powerful frameworks for communicating the full scope of their value (both their core role and their ERG contributions) during 1:1 meetings, internal interviews, career conversations, performance reviews and more.

Week 3: Cultivate your Network of Advocates

Your employees will learn how to intentionally cultivate a network of advocates — career allies, mentors, and sponsors — who open doors, expand influence and actively champion their advancement within the organization.

Week 4: Leverage

In the final session, employees bring everything together in the conversations that actually move careers forward. They learn how to use the 1:1 meeting as a strategic tool — structuring it to communicate growth goals, demonstrate readiness, and build a bridge between their ERG leadership and their professional advancement. They develop the skills to present the full picture of their contribution and make a compelling case for the opportunities they are ready for.



Step 2: Share the Data (LSR Met)

1. Communicate what matters most to your leaders when sharing your data.
 - Your manager needs to know what you want and need to help move you forward.
 - Sharing your key wins and accomplishments is mission critical, even if it's not your primary focus.
 - **Leadership** - setting the example, helping clients/colleagues, mentoring.
 - **Scaling solutions** - solving challenges or business needs for your organization.
 - **Results** - reminders of your contributions including data, numbers, and metrics.
2. Create space for a mutually beneficial dialogue:
 - Your consistent meetings with managers should not be a task list overview.
 - You're hindering yourself by limiting career conversations to company business.
 - Have an agenda that includes updates you owe your manager but also advancement and your needs.
3. Ask specific questions to keep your manager accountable:
 - What is your feedback on what I've shared?
 - Am I on track for the career goals I highlighted today?
 - How can we partner together to help me reach my goals as I grow my career?

Keynote Speaking

ELEVATING YOUR ORGANIZATION

Keynote Speaking

Devika Brij delivers keynote experiences that go beyond inspiration — equipping audiences with the frameworks and tools to take action immediately. Each session is grounded in real organizational experience and designed to produce lasting impact for both the individual and the teams they work within.

The Promotion Algorithm: Winning Visibility in the Age of AI

In today's workplace, strong performance alone no longer guarantees advancement. As AI reshapes how work is tracked and evaluated, visibility has become the defining factor in who gets seen, trusted and promoted. Devika gives employees a practical framework to make their contributions undeniable to leadership.

The Talent Equation: How Leaders Develop and Retain the People AI Can't Replace

As AI restructures teams and compresses timelines, managers are being asked to develop and retain talent under conditions they were never trained for. Devika equips leaders with a clear framework for building loyalty and creating conditions where people want to stay and grow.

The Retention ROI: Why Your Talent Strategy Needs to Catch Up to Your AI Strategy

Most organizations have an AI strategy. Very few have a talent strategy built to survive it. Devika makes the business case for closing that gap — outlining the leadership behaviors that determine whether AI transformation strengthens or hollows out a workforce.

**Custom keynote topics are developed to align with your organization's specific goals, culture and audience. Devika is featured with All American Speakers Bureau.*



Speaking Engagements

Conference Keynotes
Team Offsites
Fireside Chats
Panel Participation

DURATION: 60 MINUTES | INCLUDES: Q&A



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AND VISA.

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Contact Us

Equip your people with the human skills and leadership capability that drive performance, retention and growth.

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