

BRIJTHEGAPCONSULTING.COM

---

# Brij The Gap Workshop Offerings



## DEVELOPING YOUR EMPLOYEES

---

# Personalized Solutions for Career Growth and Leadership

At Brij the Gap, we take a collaborative approach to designing tailored solutions that address your organization's unique challenges and opportunities.

As the workplace continues to shift, driven by technology, organizational change and evolving employee expectations, the capabilities that drive retention and engagement have never been more critical to develop. Our workshops equip employees and leaders with the tools to navigate this environment with clarity, confidence and impact.

We partner with organizations including Google, Visa, Glassdoor, Meta and others to design development experiences that are practical, measurable and built for where the workforce is headed, not where it has been.

## CUSTOM WORKSHOPS

---

At Brij the Gap, every workshop can be tailored to your organization's specific goals, culture and audience. Contact us to explore a custom solution: [hello@brijthegapconsulting.com](mailto:hello@brijthegapconsulting.com)



## Meet 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 partners 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 growth of organizations navigating an increasingly complex and rapidly evolving workplace.

## TABLE OF CONTENTS

---

### **Workshops for All Employees.....4**

Mastering Self-Advocacy for Career Success.....5

Make the Meeting Count: Maximizing Your 1: 1 with Leaders.....6

Articulating Your Value for Career Growth in an AI Driven  
Workplace.....7

Cultivating Your Network of Advocates for Advancement.....8

Change Proof Navigating Organizational Change with  
Confidence.....9

Trusting Yourself When Everything Around You is Shifting .....10

Feedback Forward: Harnessing Feedback for Professional  
Growth.....11

### **Workshops for Leaders and Organizations.....12**

Thriving Through Transitions:  
Effective Change Management for Leaders.....13

The Talent Equation: Developing and Retaining the People AI Can't  
Replace.....14

Unlocking Talent Development  
Through Effective 1:1 Meetings.....15

Conflict to Collaboration.....16

Lead from Within: Cultivating  
Self-Awareness for Lasting Impact.....17

ERG Leadership: Positioning your  
ERG as a Business Asset.....18

## 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





# Workshops for All Employees

---

## DEVELOPING YOUR TALENT

---

### Employee & Leadership Workshops

At Brij the Gap, we offer dynamic and impactful workshops designed specifically for employees, focusing on their professional growth and career advancement in a rapidly evolving workplace.

Our programs address the real challenges employees face — from communicating their value and building influence to navigating organizational change and developing the capabilities that drive advancement. Our workshops provide practical tools and actionable strategies that help employees show up with clarity, confidence and impact in the moments that matter most.



#### Actionable Strategies

Equip employees with tactical, step-by-step career development strategies that drive measurable progress in an evolving workplace.



#### Personalized Support

Provide employees with guidance to help them integrate workshop learnings into their unique professional environments and career goals.



#### Collaborative Growth

Foster a sense of connection by creating opportunities for engaged discussion, shared experience, and peer activation.

## Our Approach

We equip employees with the skills to take proactive ownership of their career growth — providing the practical how-to that turns insight into action and knowledge into results.

By combining data-driven insights, real-world scenarios and the latest research in career and leadership development, our workshops are intentionally designed around your organization's systems, mission and values — building capabilities that drive authenticity, collaboration and engagement across teams.

We are committed to helping employees bring their best selves to work, contributing to an environment where they feel valued, supported, and equipped to grow regardless of the challenges they face.

# Mastering Self-Advocacy for Career Success

**DURATION:** 60 MINUTES – 90 MINUTES

**INCLUDES:** BREAK OUT SESSION, ACTIVITIES, Q&A

Did you know that 60% of career success depends on your ability to advocate for yourself? In a workplace where AI is reshaping how performance is evaluated, that number has never mattered more.

Despite its importance for career advancement and gaining opportunities, self-advocacy remains a common challenge for many professionals. These obstacles often stem from deeply ingrained habits, culture and personal experiences.

In this engaging session, participants will uncover their unique approach to self-advocacy, explore strategies to confidently communicate their professional value and master the art of highlighting their accomplishments using data. Through practical tools and actionable insights, employees will learn how to navigate key career conversations — including 1:1 meetings, performance reviews and career planning discussions — with clarity and confidence.

## Workshop Objectives

- Understand what impactful self-advocacy looks like in today's workplace and why it matters more than ever as performance becomes increasingly data-driven.
- Explore how culture, upbringing and lived experiences shape self-advocacy and how to work with those influences rather than against them.
- Learn practical approaches to confidently advocate for yourself in any professional environment.
- Identify and amplify your unique value across your organization.
- Leverage 1:1 meetings to track and reinforce the value you bring to your team and communicate it effectively to leaders.
- Create mutually beneficial conversations with leaders to align on goals for advancement.
- Step into your power, take responsibility for your growth and unlock new opportunities.

### Make the Meeting Count: Maximizing Your 1:1 with Leaders

**DURATION:** 60 MINUTES

**INCLUDES:** BRIJ THE GAP 1:1 TEMPLATE,  
INTERACTIVE Q&A

Effective and collaborative communication during 1:1 meetings is essential for managing expectations and fostering career advancement. However, these meetings can often become routine, one-sided or overly task-focused, leaving employees without the visibility or advocacy they need to grow.

As AI tools increasingly influence how performance is tracked and talent decisions are made, the 1:1 meeting has become one of the most valuable and underused career development tools an employee has.

In this workshop, participants will learn how to leverage Brij the Gap's 1:1 template to structure conversations, communicate effectively and track progress. This proven framework empowers employees to create aligned communication, reinforce key wins and set clear expectations for their growth and advancement.

### Workshop Objectives

- Explore common pitfalls in typical 1:1 meetings and why they fail many employees.
- Discover why sharing achievements in 1:1s is essential for career growth and visibility.
- Learn to align updates, key wins, and priorities with what matters most to your leaders.
- Gain actionable methods to incorporate career discussions seamlessly.
- Learn the Brij the Gap 1:1 template and agenda to drive productive, mutually beneficial conversations.
- Apply the 1:1 framework to excel in evaluations and advocate for your goals.
- Build a clear, compelling case for career advancement and development opportunities.

# Articulating Your Value for Career Growth in an AI-Driven Workplace

**DURATION:** 90 MIN - 2 HOURS

**INCLUDES:** EXECUTIVE SUMMARY TEMPLATE, BREAKOUT SESSION, INTERACTIVE Q&A

Advancing your career requires leaders to clearly understand the value you deliver to your organization, team, and clients. Yet consistently communicating accomplishments in a way that leads to advancement can feel daunting and unnatural — particularly as AI tools reshape how performance is evaluated and how quickly talent decisions get made.

In this session, participants will take actionable steps to create the Brij the Gap Executive Summary — a powerful framework designed to articulate leadership impact, innovative solutions to business challenges and measurable results.

This summary becomes a tool for driving meaningful career conversations, excelling in performance reviews and building alignment during 1:1 meetings, ensuring contributions are recognized and career goals are achieved.

## Workshop Objectives

- Learn the role of clear communication in career advancement — and why it carries more weight in today's workplace than ever before
- Identify the key information leaders and decision makers look for to advocate for your growth.
- Create a personalized executive summary — a compelling narrative that showcases leadership, problem-solving and results.
- Learn how to apply the executive summary in career conversations, performance reviews and 1:1 meetings.
- Align career goals with leaders and communicate your aspirations effectively to gain support and guidance.

# Cultivating Your Network of Advocates for Advancement

**DURATION:** 90 MIN

**INCLUDES:** ACTIVITY, BREAKOUT SESSION,  
INTERACTIVE Q&A

Career advancement is rarely achieved alone. It requires a network of advocates who can support, guide and champion your growth. Yet as organizations grow more complex and the pace of change accelerates, the relationships that create visibility and opportunity matter more than ever.

In this workshop, employees will learn how to build a personal board of directors composed of career allies, mentors and sponsors. This framework empowers participants to engage with multiple advocates who can provide diverse perspectives and opportunities, easing the reliance on managers as the sole influencers of career progression.

Through actionable strategies, participants will identify the right individuals to include in their network, effectively communicate their professional development needs and foster meaningful, mutually beneficial relationships. This session equips employees with the tools to create a sustainable support system that drives career growth and organizational success.

## Workshop Objectives

- Learn why building a network of advocates is essential for sustained career advancement.
- Define the roles of career allies, mentors, and sponsors as advocates.
- Assess your goals and growth areas to engage your network effectively.
- Learn how to select the right individuals and establish clear, mutually beneficial expectations.
- Develop strategies to nurture ongoing relationships with your advocates.
- Master the art of clear communication and alignment to create successful partnerships with your board of directors.

# Change Proof: Navigating Organizational Change with Confidence

**DURATION:** 60 MINUTES

**INCLUDES:** INTERACTIVE Q&A

Organizational change is inevitable in today's dynamic and competitive markets, often occurring multiple times a year. As the pace of transformation accelerates, employees who can adapt, stay focused and maintain momentum through uncertainty have become one of the most valuable assets an organization has.

This workshop equips employees with actionable strategies to navigate change effectively, fostering collaboration with leaders, understanding its impact and maintaining focus on their career goals during times of transition. Participants will gain tools to adapt and thrive amidst uncertainty, ensuring they remain empowered and aligned with organizational success while positioning themselves for continued growth.

## Workshop Objectives

- Learn how to build a sense of safety and stability for yourself during times of change.
- Develop strategies to express your needs and priorities clearly during organizational transitions.
- Gain techniques to stay focused, adaptable, and productive in uncertain environments
- Create a personalized roadmap to maintain and accelerate your career growth through change.
- Learn how to effectively engage leaders to align their guidance with your career goals during transitions.

# Trusting Yourself When Everything Around You Is Shifting

**DURATION:** 90 MINUTES

**INCLUDES:** BREAKOUT GROUPS, INTERACTIVE Q&A

Periods of uncertainty, marked by economic shifts, organizational restructuring and rapid workplace change, can create a pervasive fear of the unknown that directly impacts how employees show up and advance.

This workshop provides employees with actionable tools to transform fear into a catalyst for growth. Participants will learn strategies to manage their mindset, leverage uncertainty for personal development and take proactive steps to advance their careers. By focusing on self-advocacy, professional branding and career management, this session equips employees to thrive during workplace changes and maintain a sense of control over their future.

## Workshop Objectives

- Recognizing fear and uncertainty during times of change and understanding their impact on career decisions.
- Managing mindset for positive outcomes in shifting environments.
- Making positive changes to move from surviving in the workplace to thriving.
- How to leverage challenging and uncertain times for personal growth.
- Strategies to build and communicate your professional brand through culture contributors, interests, strengths and skills.
- Elevating your success through effective 1:1 strategies with leaders
- Empowering employees to make decisions through transparent information.

# Feedback Forward: Turning Insight Into Career Momentum

**DURATION:** 90 MINUTES

**INCLUDES:** BREAKOUT GROUPS, ACTIVITY, Q&A

Feedback has the potential to be a powerful tool for development but it is often misaligned, poorly delivered or left unacted upon. In a workplace where performance conversations are increasingly data-driven and expectations continue to rise, the human skill of giving, receiving and applying feedback has become more critical, not less.

This workshop addresses the complex realities professionals face and equips participants with the skills to seek, provide and implement feedback effectively, fostering personal and professional development while building a culture of trust and continuous improvement.

## Workshop Objectives

- How to ask for feedback effectively.
- Techniques for receiving feedback with confidence.
- Turning feedback into actionable growth steps.
- Frameworks for giving constructive feedback.
- Managing feedback in remote and hybrid teams.
- Role-playing real-world feedback scenarios.
- Building a culture of continuous improvement and trust.



# Workshops for Leaders and Organizations

---

# Thriving Through Transitions: Effective Change Management for Leaders

**DURATION:** 90 MINUTES

**INCLUDES:** Q&A

Change is no longer a periodic event, it is a constant. Workforce restructuring, shifting market conditions, evolving employee expectations and the rapid adoption of new technologies mean that today's leaders are managing transformation on multiple fronts simultaneously.

Yet nearly 70% of organizational change initiatives fail, with only approximately 30% succeeding. The difference between the two is rarely the strategy. It is the leader executing it.

In this workshop, leaders will learn how to scope, strategize and craft effective change plans that engage stakeholders, manage employee expectations, minimize disruption and maintain productivity. You will leave with the tools and frameworks to lead lasting organizational change with confidence and a team that moves with you rather than against you.

## Workshop Content

### WHAT YOU'LL GAIN:

- **Strategic Change Visioning:** Learn to craft and communicate clear and compelling change visions that align with your organizational goals.
- **Catalyzed Engagement:** Master the art of effective communication and stakeholder management to drive change with minimal resistance.
- **Enhanced Leadership Skills:** Build the coalitions and capabilities needed to lead through complexity.
- **Actionable Insights:** Apply learnings in real time by planning and executing quick wins to existing organizational challenges.
- **Measurable Outcomes:** Define, measure and evaluate the impact of change initiatives through qualitative and quantitative key performance indicators.

# The Talent Equation: Developing and Retaining the People AI Can't Replace

**DURATION:** 90 MINUTES – 2 HOURS

**INCLUDES:** GROUP DISCUSSION, Q&A

Career growth and retention go hand-in-hand and as a manager, your ability to champion your team's development is pivotal, particularly as the pace of change reshapes how talent decisions get made.

Research shows that 60% of career success depends on self-advocacy, yet many employees struggle to share achievements, articulate aspirations and seek the support they need to advance, limiting their growth and your ability to retain top talent.

In this workshop, managers will learn how to actively support career growth by fostering open dialogue, amplifying professional impact and creating opportunities for advancement, building a culture where employees feel valued, seen and supported.

## Workshop Objectives for Managers

- **Understand Self-Advocacy Barriers:** Gain insight into challenges employees face when sharing accomplishments and career goals.
- **Support Every Career Journey:** Learn how to identify and address the individual barriers employees face when advocating for their growth and advancement.
- **Build Professional Brands:** Help team members craft and scale their professional brands for growth opportunities.
- **Foster Effective Communication:** Create mutually beneficial dialogues that drive clarity and trust.
- **Adapt to Communication Styles:** Learn strategies to connect with different personality types, from introverts to extroverts.
- **Develop Winning Strategies:** Use practical tools to support your direct reports in achieving organizational success.
- **Step Into Leadership Power:** Elevate your role as a manager to inspire growth and engagement within your team.

# Unlocking Talent Development Through Effective 1:1 Meetings

**DURATION:** 60 – 90 MINUTES

**INCLUDES:** BRIJ THE GAP 1:1 TEMPLATE, Q&A

Effective 1:1 meetings are a powerful tool for driving career development and team success, yet they often become routine, task-focused and one-sided.

Employees may hesitate to share achievements or advocate for their needs, leaving managers without the insights needed to support their growth effectively and without the visibility into talent that data tools alone cannot provide.

In this workshop, leaders will learn to transform their 1:1s into dynamic, results-driven conversations using Brij the Gap's 1:1 meeting template. This proven framework helps leaders structure, track and elevate these discussions to unlock their teams' full potential. Leaders will leave equipped to build stronger, more meaningful relationships with their direct reports, ensuring alignment, clarity and actionable outcomes.

## Workshop Objectives for Leaders

- **Identify Ineffective Practices:** Understand common pitfalls in 1:1 meetings and why they often fail to meet employees' and leaders' needs.
- **Unlock Employee Value:** Learn how to use 1:1s to uncover the full scope of your team members' contributions and impact.
- **Foster Open Communication:** Empower direct reports to confidently share achievements, updates, priorities, and coaching needs.
- **Incorporate Career Development:** Use practical methods to seamlessly integrate career discussions and constructive feedback into 1:1s.
- **Leverage the Brij the Gap Template:** Access a structured agenda to foster mutually beneficial conversations and track progress.
- **Drive Advancement Opportunities:** Learn how to track and reinforce team members' accomplishments to advocate for their growth with decision-makers.

# Conflict to Collaboration: Advanced Solutions for Conflict Management & Dispute Resolution

**DURATION:** 2 HOURS

**INCLUDES:** EXECUTIVE SUMMARY™ TEMPLATE,  
BREAKOUT SESSION, Q&A

Conflict within the workplace can disrupt team dynamics, productivity, and distract from organizational goals.

Disagreements that affect the flow of work cost organizations upwards of \$350 billion annually. As teams become more distributed, cross-functional and under pressure to deliver more with less, the ability to navigate conflict effectively has become a defining leadership capability.

Conflict to Collaboration is designed for senior leaders ready to enhance their leadership capabilities and foster a more cohesive and productive work environment. Leaders will learn the advanced skills needed to effectively identify, mediate, manage and resolve conflicts within their teams. Whether leading in-person, remote or hybrid environments.

## Workshop Objectives for Leaders

- **Strategic Change Visioning:** Learn to craft and communicate clear and compelling change visions that align with your organizational goals.
- **Conflict Resolution Skills:** Identify the various types of conflict and implement frameworks and techniques for effective resolution.
- **Resolution Emotional Intelligence:** Understand the impact of conflict psychology to drive resolutions with greater self-awareness, empathy and mastery of emotions.
- **Mediation and Negotiation Skills:** Master advanced communication and feedback techniques to ensure meaningful dialogue and de-escalate high-stress situations.
- **Cohesion Architecture:** Build trust and cohesion across teams to cultivate stronger collaboration and improve organizational outcomes.
- **Practical Application:** Apply conflict resolution skills to real-world situations through case study and participant experiences.

# Lead From Within: Cultivating Self-Awareness for Lasting Impact

**DURATION:** 60 MINUTES

**INCLUDES:** Q&A

In this dynamic workshop, leaders will embark on a journey of self-discovery and reflection to enhance their leadership effectiveness and foster a thriving team culture.

We will explore the importance of considering your outlook, attitude and mental state before stepping into leadership and how these factors directly influence your team's morale, performance and trust. In a workplace where leaders are navigating constant change, increasing pressure and more complex team dynamics, self-awareness is not a nice-to-have. It is a leadership imperative.

By the end of this workshop, leaders will leave with actionable strategies to build self-awareness, enhance their leadership presence and drive meaningful impact in their personal and professional lives.

## Workshop Objectives for Leaders

- **How to Create Psychological Safety within their Teams:** Empowering members to speak openly and collaborate effectively.
- **Modeling Behavior:** How your actions set the tone for a positive organizational culture.
- **Finding Power in the Pause:** Helping leaders develop the ability to reflect and respond thoughtfully in high-pressure situations.
- **The Art of Transparent Communication:** Exploring strategies to promote openness and trust within the team.
- **Realizing your Influence on Others:** Both inside and outside the office, and how to wield this influence responsibly and positively.

# ERG Leadership: Positioning Your ERG as a Business Asset

**DURATION:** 60 MINUTES

**INCLUDES:** Q&A

Employee resource groups have the potential to be powerful business assets — driving culture, informing strategy and accelerating the development of some of an organization's highest-potential talent.

To be successful, ERGs need to be positioned as business partners rather than social programs. Understanding how ERG leaders can collaborate not only with their people and culture teams, but with Talent Acquisition, Marketing, Product, Sales and Human Resources — creates the strategy and framework that is outcome and impact based, further driving organizational goals.

## Workshop Objectives

- Define what it means for an ERG to be a business asset and strategic partner.
- Develop a vision to values framework that allows your ERG to accomplish organizational goals and beyond.
- Identify key priorities for their ERG including recruiting best practices and collaborating with cross-functional and supporting teams.
- Understand how overlapping roles and responsibilities across the organization create opportunities for scalability and maximum ERG impact
- Create an inclusive and welcoming ERG through self-advocacy and the power of recognition.
- How to build relationships and best practices when engaging with business leaders.

BRIJTHEGAPCONSULTING.COM

---

# Contact Us

Unlock the career growth capabilities your workforce needs to thrive and your organization needs to grow.

[hello@brijthegapconsulting.com](mailto:hello@brijthegapconsulting.com)