



*I am bolder and have found
my place at the table.*

- Nyawira Njeru

Former BD Program Champion and
2023-2024 HBA Board Member

HBA Global Ambassador Program

Overview for Corporate Partners

#HBAimpact





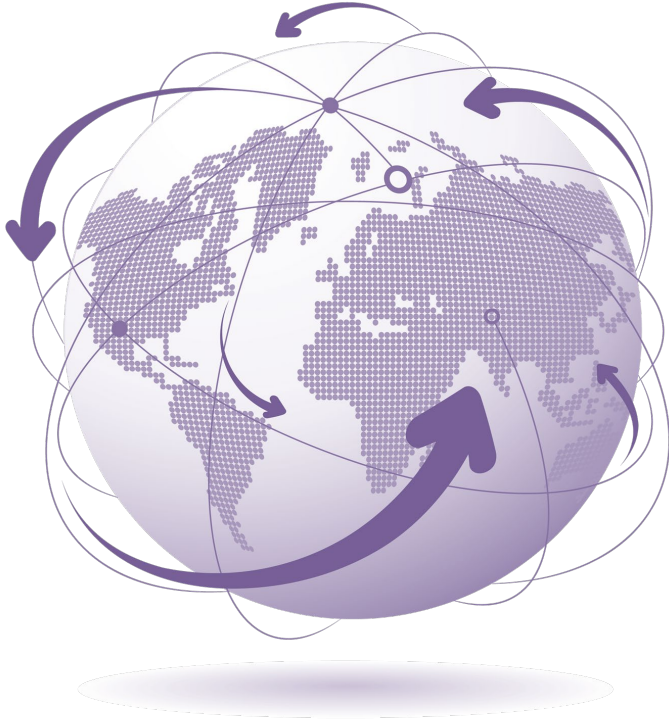
Agenda

- HBA Global Ambassador Program Overview
- Getting Started
- The Ambassador Journey

#HBAimpact



HBA Global Ambassador Program



The Global Ambassador Program (GAP) is the HBA's premier corporate program for leadership development. Serving as a global resource for HBA Corporate Partners*, it offers leadership immersion to address gaps in current professional development opportunities. The program transcends existing ERGs, aiming to elevate women to influential decision-making roles.

The program also 'bridges the GAP' across Corporate Partners to:

- Collect and share best practices on equity and inclusion
- Foster community and connections among participating business professionals, resulting in robust HBA networks both internally and externally
- Activate executives as allies and sponsors, enhancing their commitment as champions of DE&I and gender equity
- Accelerate HBA's growth in new markets



HBA

How does it work?

The HBA Global Ambassador Program is a 12-month self-directed leadership development program for 15-30 mid-level, emerging leaders (HBA members*), embedded in the workday, office-based or virtually. Designed to accelerate their advancement, the HBA and HBA-trained volunteer Advisors will empower and guide the 'Ambassadors' through the development and execution of:

- **Individual goals and leadership capabilities development** to ready themselves for the next step on their career ladder
- **Group initiatives** for the company, which empower the Ambassadors to explore their leadership potential in new ways *and* result in positive impacts and benefits across the organization

THE RESULTS

For the Ambassadors:

- Significant cross-functional exposure
- Visibility
- Confidence-boosting autonomy
- Customized leadership development
- Accelerated advancement

For the Company:

- An engaged HBA Community internally
- Customized task force for strategic priorities
- Showcases inclusion initiatives
- Positive impacts from group initiatives
- Develops, diversifies, retains talent

**Many companies provide designee memberships to their Ambassadors, but the HBA can facilitate a bulk membership purchase if needed. Please [contact us](#).*

#HBAimpact

What's included?

5

Live and virtual peer-support 'communities of practice' for:

- Champions
- Executive Sponsors
- Executive Committees
- Ambassadors
- And Alumni

6

6+ hours of HBA-led live sessions to get set up for success

1

Live Launch event during a designated launch window

2

HBA-trained volunteer Advisors

1

HBA-trained volunteer Program Excellence Manager

30

Digital Badges to showcase Ambassador credentials

And exclusive access to:

- The HBA GAP Resource Center
- Ambassador Program events, content, and offerings

#HBAimpact



The GAP Experience

Purple
Community of Practice

Teal
Virtual/self-paced onboarding

★ Advisor Office Hours and Meetings

✦ Set/assess progress towards goals





Why the Global Ambassador Program?

- Empowers women and men to amplify their voices and become thought leaders for diversity, shifting the mindset towards proactive leadership through self-direction
- Offers exposure and ongoing support on-the-job from internal and external industry leaders (HBA Advisors, peers, and senior advocates)
- Operates independently with guidance from the HBA, leveraging key leadership, innovation and communication skills when interfacing with managers and other departments like HR to minimize operational burden; cost-effective compared to standard leadership training
- Can collaborate with employee resource groups to enhance efforts and be an amazing platform to showcase DE&I initiatives to build company brand
- Exclusive access to HBA Ambassador Offerings, such as the Ambassador Learning Center, Awards, Networking events and much more...

The HBA has over 100 individuals supporting nearly 50 programs, representing nearly 30 companies, resulting in a vast global network of support and connections.

#HBAimpact



GAP Impact

Since inception in 2012...

Over **200 cohorts** launched

Serving over **4,000** Ambassadors

Across over **50 companies**

In 2023 alone...

45 cohorts launched

Serving nearly **1000 Ambassadors**

Representing **19 companies**

Across over **20 countries**

And supported by **80 HBA Advisors**

Resulting in a vast global network of support and connections

I discovered new leadership skills within myself, which gave me confidence and inner strength.

- **Géraldine Wagner**
Novartis Ambassador

In one recent program...

One Third

(9 out of 27)
received promotions during the course of the program.

Self-esteem is such an important value gleaned from the Ambassador Program. For many of our cohort members, it is a game-changer.

- **Sharon Weinstein**
HBA Ambassador Learning Center co-lead



Eligibility and Costs

Purple, Gold, and Silver HBA Corporate Partners are exclusively eligible for the Ambassador Program:

Partnership Level	Standard* Partnership Package Includes:
Purple	Three (3) active Ambassador Programs
Gold	Two (2) active Ambassador Programs
Silver	One (1) active Ambassador Program

A-la-carte programs for eligible Corporate Partners: \$15,000

**Number of programs in partnership package can be customized.*

Additional fees may apply (All Ambassadors must be HBA members. If the program launch is held in person, your company will be responsible for the HBA Launch Leader travel/rooming costs).

#HBAimpact





Exclusive Offerings for Ambassador Companies

The HBA has a number of exclusive offerings for HBA Ambassador Companies and participants to take advantage of during the program:

- Master classes and coaching through our [Ambassador Learning Center](#)
- Annual award events
- Networking events in conjunction with HBA Woman of the Year, the HBA European Leadership Summit, and the HBA Annual Conference

Also, as HBA members, Ambassadors have access to a wealth of HBA membership benefits, including:

- In-person and virtual networking and educational events
- Leadership opportunities within HBA chapters, regions, and other sanctioned groups
- More at www.hbanet.org/membership

You're Interested...Now What?

Step 1: build your team and collaborate with the HBA

Step 2: develop your program details

Step 3: submit your **Activation Form** confirming your intent to launch*

Step 4: Launch, Engage, Assess, and Graduate Your Emerging Leaders!


*Please see the
[GAP Activation Toolkit](#)
to submit your intent to launch.*

#HBAimpact

**The HBA sets multiple designated launch windows each year.
Dates and deadlines can be found on the [HBA Website](#).*

HBA





I stand here today with a sense of self-assurance that radiates in my day-to-day activities.

- **Kristin DeWitt**
Daiichi Sankyo Ambassador

Questions?

HBA Healthcare Businesswomen's Association

Next up... guidance for getting started

This program has been a game-changer, providing me with a unique opportunity to break down barriers [silos] and collaborate with key stakeholders across my organization. This exposure has been incredibly valuable, prompting a significant shift in my mentality and allowing me to incorporate fresh approaches in my current role.

- **Megan Hernandez**
athenahealth Ambassador

#HBAimpact

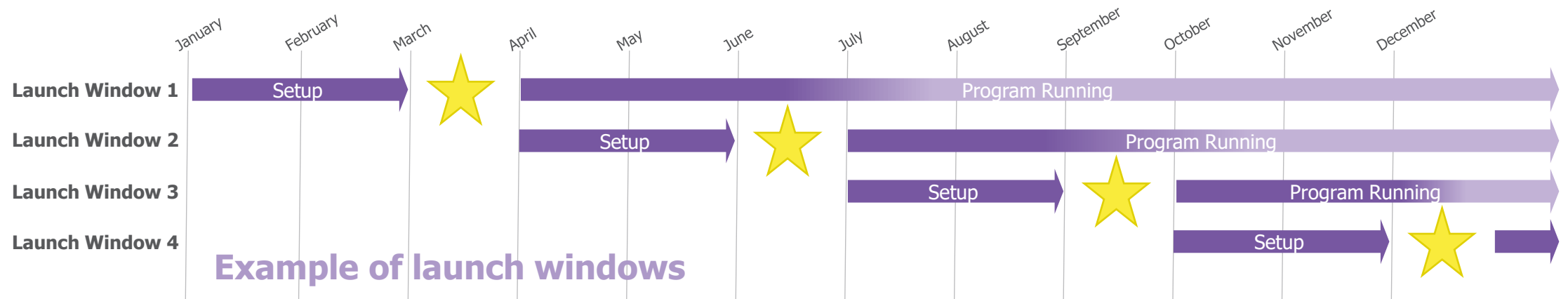
Getting Started...

The HBA GAP launches new programs multiple times each year during designated **Launch Windows**.

These launch windows form an HBA **Community of Practice**, led by the HBA GAP, and bringing together company leaders involved in the setup of each program for peer-support, guidance, and sharing of best practices.

Why launch windows?

- Leans into peer-support
- Builds cross-company connections
- Increases transparency and collaboration
- Allows for clear, manageable timelines



The GAP Setup Process

Step 1: Submit Activation Form

Automated form makes it easier for companies to provide HBA all we need to know to start the setup process on their own time/at their own pace (some pre-work required)

Step 2: Select Ambassadors

Step 3: Plan Launch event

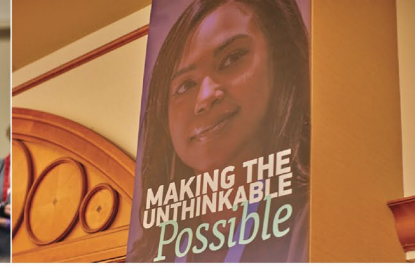
[Champion] Enhanced by peer Communities of Practice, and armed with numerous tools, resources, and best practices to help make it easy

Step 4: Determine cohort focus(es)

[Executive Sponsor] Provides the framework to ensure group initiatives achieve game-changing results for the organization, supported by HBA

Step 5: LAUNCH!

A robust 3- to 4- hour live event experience to ensure the program is kicked off with gusto



Setting up for success

Please refer to our [Executive Sponsor](#) and [Champion](#) One-Pagers for additional information.

It is critical to pre-determine the key individuals supporting the Ambassador Program internally at your company so the HBA can best orient and support them through the process.

Executive Sponsors

The senior executive supporters of the program who:

- Provide strategic guidance and framework for group initiative ideation
- Assist the program in identifying key stakeholders and open doors for budgetary needs, HR or legal approvals, etc.
- Inspire and mentor the cohort to excel, providing helpful feedback during meetings and progress presentations

Identify 1-2 Executive Sponsors per cohort

Champions

The key internal success drivers of the Ambassador Program who:

- Strategically and tactically plan the program's setup and launch**
- Oversee cohort progress via collaboration with HBA Advisors and by leveraging situational leadership to motivate the group
- Serve as a conduit of communication to the Executive Sponsors

Identify 1-2 Champions per cohort

What is a Community of Practice?



A forum to enhance the diversity, scope, and richness of the HBA Ambassador experience through shared knowledge and best practices for all participants, both external and internal.

The HBA will deliver our Communities of Practice via a combination of **live meetings** and **virtual Community forums**.

#HBAimpact

**Note: the Champion Community of Practice for program setup is 6 sessions across 8-12 weeks. Attendance is critical for setup success*

HBA



How to recruit



Executive Sponsors

- Tap senior HBA partnership advocates
- Previous HBA Luminaries
- Former IWN or ERG leadership

Please refer to our [Executive Sponsor](#) and [Champion](#) One-Pagers for additional information.

Champions

- Previous HBA Rising Stars
- Previous Ambassadors (if the program has been run before)
- IWN or ERG emerging leaders: Are there individuals looking to step up, step out, or do something that is outside the ERG but still a massive benefit to it?
- Put out a call on internal comms channels



Setting up for success

Please refer to HBA's Activation Toolkit for additional information and guidance.

Once your Executive Sponsors and Champions have been determined, it's time put some thought into your program details, specifically:

Preliminary Launch Details

- Which upcoming launch window?
- Target launch date?
- Launch format (virtual/in-person)

Program Composition

- Preliminary program focuses
- Program composition (geography, business unit, etc)
- Preliminary Ambassador Criteria
- Cohort size and needs

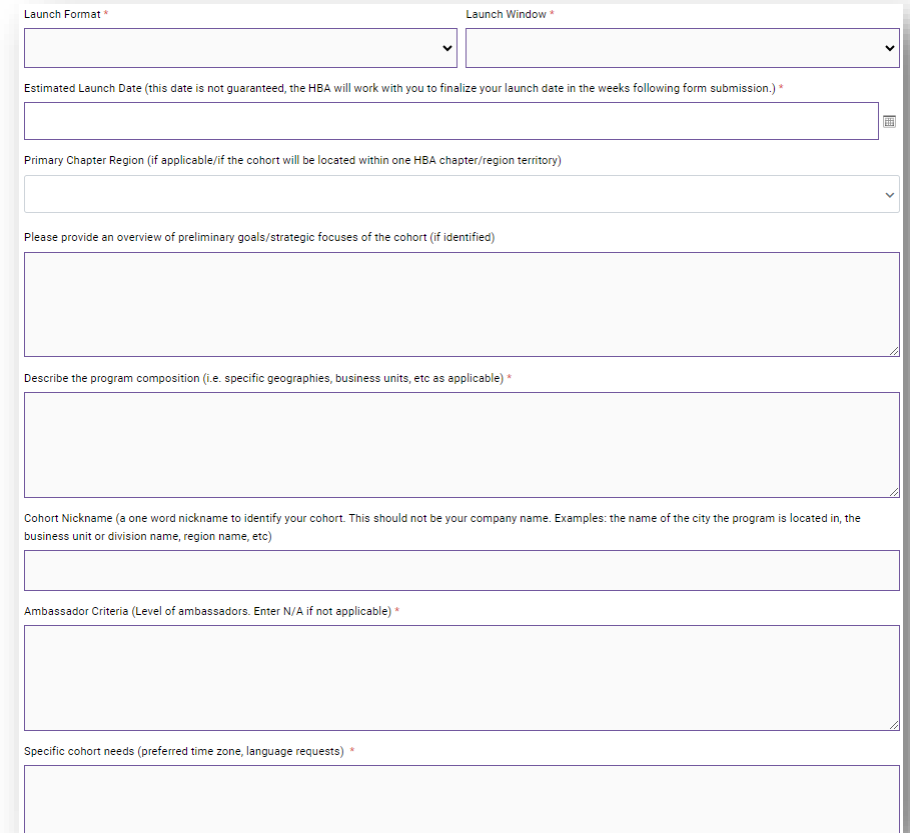
The GAP Activation Form

Submitting your intent to launch

Once you have determined these items, it is time to indicate your **intent to launch** by submitting a completed **GAP Activation Form**.

The HBA GAP Activation Form is an easy way to provide the HBA all the information needed to begin the setup of your program. Multiple programs may be launched simultaneously, however a separate form must be submitted for each program.

Please utilize our **Activation Toolkit**, which provides significant additional detail about this process and helpful guidance.



The screenshot displays the HBA GAP Activation Form with the following fields and sections:

- Launch Format ***: A dropdown menu.
- Launch Window ***: A dropdown menu.
- Estimated Launch Date (this date is not guaranteed, the HBA will work with you to finalize your launch date in the weeks following form submission.) ***: A date selection field.
- Primary Chapter Region (if applicable/if the cohort will be located within one HBA chapter/region territory)**: A dropdown menu.
- Please provide an overview of preliminary goals/strategic focuses of the cohort (if identified)**: A large text area.
- Describe the program composition (i.e. specific geographies, business units, etc as applicable) ***: A large text area.
- Cohort Nickname (a one word nickname to identify your cohort. This should not be your company name. Examples: the name of the city the program is located in, the business unit or division name, region name, etc)**: A text field.
- Ambassador Criteria (Level of ambassadors. Enter N/A if not applicable) ***: A large text area.
- Specific cohort needs (preferred time zone, language requests) ***: A text field.

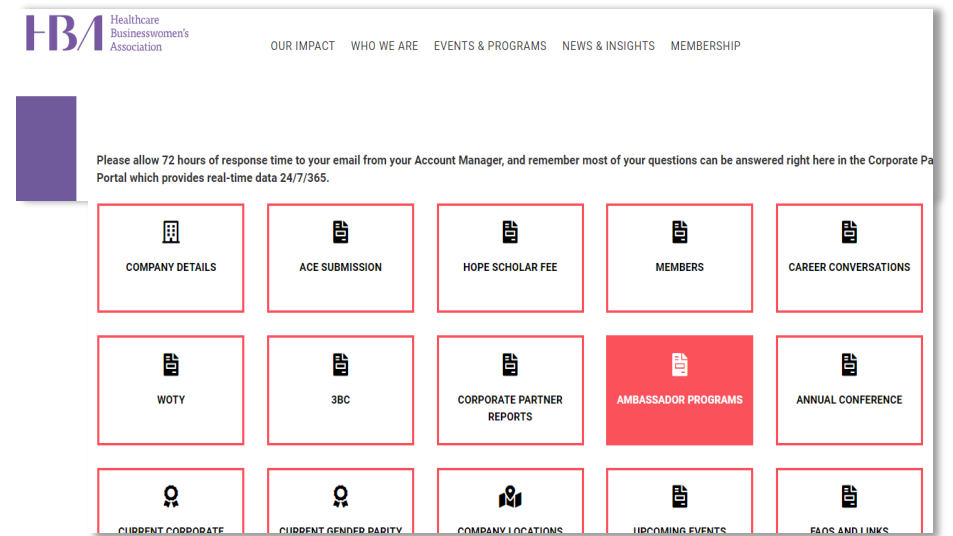
GAP Activation Form

Activating a program in an HBA Corporate Partnership

Only **designated partnership contacts** have access to activate the programs.

To activate, please visit the HBA Corporate Partner Portal in your HBA profile and select 'Ambassador Programs'

Please note: if you are not a partnership contact, please connect with them to determine if any programs remain. Your company's primary contact name can be found in your HBA Profile under My Company > Company Details.



GAP Activation Form

Activating a program in an HBA Corporate Partnership

Within the Ambassador Program section of the CP Portal, designated contacts may:

- Click the “Add New Program” button to complete the Activation Form themselves
- OR copy the Shareable Link and provide it to a trusted contact to complete the form.

If you would like to purchase an additional program a la carte, please [click here](#). Once processed, the form will be sent to you via email with your purchase confirmation.

The Global Ambassador Program (GAP) is the HBA's premier corporate program for leadership development. Serving as a global resource for HBA Corporate Partners, it offers leadership immersion to address gaps in current professional development opportunities. Please refer to the [HBA Global Ambassador Program Overview](#) for more information.

To activate an Ambassador Program included in your Corporate Partner package, select **Add Ambassador Program** below to complete our Activation Form. Please [click here](#) to access the GAP Activation Toolkit to help you get started.

If you prefer to identify another individual from your company to complete the Activation Form on your behalf, please provide them with this sharable version of the [form](#).

If you would link to purchase additional Ambassador Program(s) a la carte, please click [here](#).

Shareable Link 

Global - MX Find (MX - Roster Member - Ambassador Programs in current year)


Our records indicate that your HBA Corporate Partner Package includes 3 active Ambassador Programs. Active programs are listed below with a status of 'Launched'.

Global - MX Find (MX - Ambassador Prog - All Company Ambassador programs - Launched)

Active Ambassador Programs

[+ Add New Ambassador Program](#)

Add New Program 

Name	Ambassador Program Start Date	Ambassador Program End Date	Ambassador Program Status
 Sample Test Company FFN4123 2024-2025	10/02/2024	10/02/2025	Pre-Launch



What happens after submission?

Soon after submission, Champions and Executive Sponsors will receive communications with:

- Their tools/resources to get started
- Access to the HBA GAP Resource Center
- Community of Practice schedule of live meetings to get set up for launch

The HBA will:

- Assign Advisors, Program Excellence Manager, and Launch Leader, making introductions once assignments are made
- Host Community of Practice Sessions to support you through the setup and launch of your programs

#HBAimpact



[The team] has been ignited with a wave of enthusiasm, active participation, and also enabled collaboration among employees across our organization.

- Gabriella Caravello
speaking on the Syneos Health Argentina Cohort

Questions?

HBA Healthcare Businesswomen's Association

Next up... the Ambassador Journey

I have discovered a stronger core skill in strategy, and leading teams to navigate through ambiguity.

- Nana-Ama Amaning
J&J Ambassador and 2024 HBA Rising Star

#HBAimpact

The Ambassador Experience

- Set Career Goals
- Develop Group Initiatives
- Build Leadership Capabilities



Goals and Self-Assessments

Ask yourself – where do you want to be by the end of this journey? How will you get there?

Select 1-3 Career Goals

1. **Increased scope:** additional job responsibilities within current position
2. **Achieve new role:** promotion or up-level opportunity gained
3. **Cross-functional collaboration:** successful completion of project in or with another cross-functional area
4. **Personal brand:** substantial expansion of sphere of influence internally and externally
5. **Executive demeanor & delivery:** increased confidence and authentic, professional self-presentation necessary to support consideration for the next level of management
6. **Executive support:** develop senior advocates and mentors internally/externally
7. **Subject matter expertise:** substantially advance knowledge and/or recognition in preferred subject-matter area
8. **Increased Global Exposure:** across the organization via a new role or project

and

Core Actions & CAPABILITIES

for Professionals in the Business of Healthcare

Self-Assess Across HBA's Leadership Capabilities

ENLIGHTEN

1. **Integrity**—Values Alignment, Self-Awareness, Credibility, Accountability
2. **Communication**—Active Listening, Emotional Intelligence, Respectful Communication, Adaptive Communication
3. **Industry Acumen**—Strategic Business Performance, Healthcare Enterprise Knowledge, Digital Ecosystem Knowledge, Entrepreneurship

EMPOWER

4. **Executive Presence**—Confidence, Composure, Business Judgment, Poise
5. **Executive Mindset**—Self-motivation, Mastery Orientation, Resilience, Career Development Strategy
6. **Decision-Making**—Critical Thinking, Agility, Risk Management, Problem-Solving

ENGAGE

7. **Influence**—Impact, Political Savvy, Conflict Management, Inspirational Leadership
8. **People Management**—Cultural Competence, Empathy, Relationship Building, Collaboration
9. **Networking**—Visibility, Advisory Network Formation, Professional Brand Promotion, Strategic Positioning

EVOLVE

10. **Change Leadership**—Disruptive Leadership, Opportunity Assessment, Flexibility, Change Advocacy
11. **Innovation Capability**—Visioning, Design Thinking, Creativity, Ideation
12. **Continuous Development**—Upskilling, Learning Agility, Legacy Building, Holistic Wellbeing

Leadership Opportunities

During the launch, time will be dedicated to group discussion of the cohort's organizational needs. There will be opportunities to enhance your program participation by self-selecting into a leadership role:

- **Executive Committee members:** the leaders of the cohort overall, collaborating to oversee cohort and initiative advancement, manage Ambassadors, and report out progress towards goals
- **Team Leads:** lead each of the cohort Group Initiatives, developing plans, overseeing team members in the execution, tracking and reporting on progress





Group Initiatives

HBA

During the program, you will be asked to brainstorm and collaborate to bring big ideas to life to solve real challenges. These big ideas are the **Group Initiatives**. Here are a few examples of an identified problem, and the proposed initiative developed to solve it.

Problem/Issue	Proposed Initiative*
Outdated company policy on flex-time, impacting recruitment and retention of employees with children. Need external models from other companies that adhere to government and company requirements	Create a task force and bring in experts to review and model their country specific program that worked. Seek to make a formal proposal to policy holder group for company or department.
No one to go to in the company to get advice from and get ready for interviewing and gaining advocate support for internal positions that are posted.	Create a small group of internal interview coaches that are available to all company employees at the site. The Ambassadors provided training for these coaches from the Ambassador committee and HBA resources and design in sustainable process for on-going use.
Newer employees do not have access to a network of decision makers and thought leaders	Determine how onboarding of new hires are built and the Ambassadors propose an additional 30 minute segment that cohort designs to introduce key leaders in their department / company to showcase what their roles are from a strategic standpoint.
Feeling unknown in the company, because long term employees have their own network and most functional areas in the company stick to themselves	Create a cadence of on site or virtual events with Ambassadors as moderators, panelists, organizers. Invite long term employees to participate and be presenters. Ambassadors to influence actions to cross-fertilize functional silos with vigor and purpose.

Shifting the Mindset

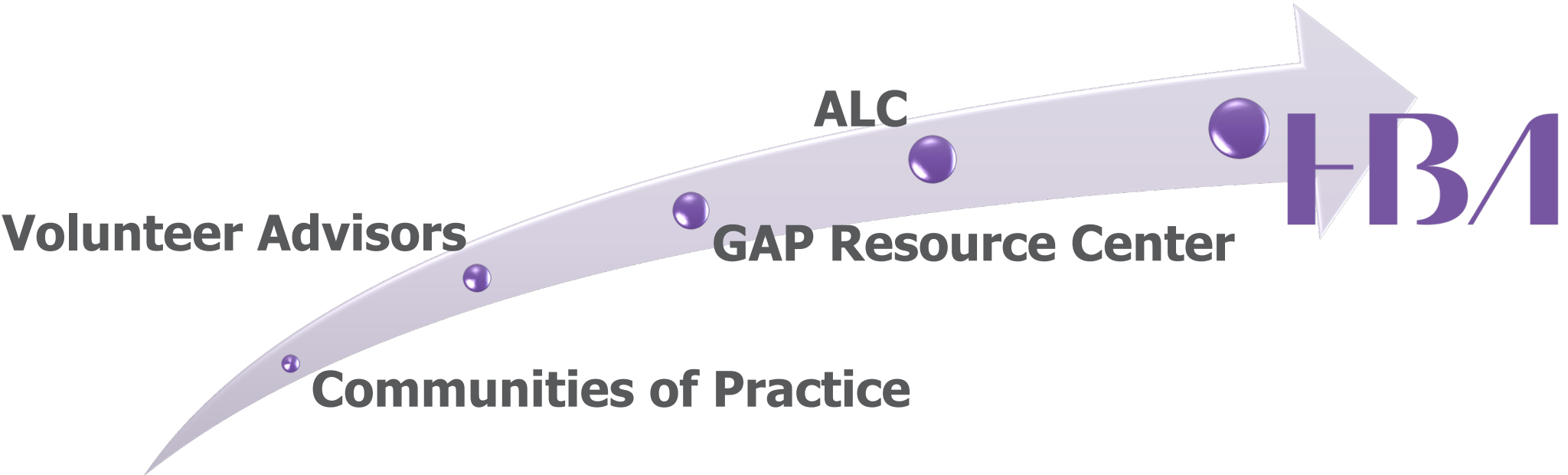
In the weeks following Launch, you cohort will likely be:

- Selecting team leads
- Refining group initiatives and charters
- Conducting necessary research to inform planning and direction
- Cross-functionally collaborating, and requesting necessary approvals
- And often conducting MVP presentations: are the ideas really viable?

The HBA Advisors and Community of Practice will be there to support you during this critical period, along with internal support from your Champions and Executive Sponsors.



Support on the Journey...



#HBAimpact

HBA



What is expected of you?


- Be engaged – you get out what you put in
- Prioritize program meetings including cohort meetings, group initiative meetings, HBA Communities of Practice and exclusive HBA offerings
- Don't forget to focus on your own capabilities development
- Keep your manager informed of progress so they can support you on your journey

You can expect to dedicate ~2 hours per week to program-related activities

#HBAimpact

HBA





I found that the time spent within this program really provided me with a safe space to explore my potential in new ways... [the program] also taught me the essential skills and techniques I need to look at challenges from different perspectives.

- Manesha Shedh
Johnson & Johnson Ambassador

HBA Healthcare Businesswomen's Association

Thank You

#HBAimpact



Table of Contents

- Who does what?
- Role definitions
- Program process and phases
- Tools and Resources
- Launch

#HBAimpact



What Does Each Party Do?

The HBA

- Identifies Advisors and PEM; and completes internal program administration; preps Ambassadors for the experience
- Kicks off Communities of Practice for Setup; orients company roles and participants; provides access to GAP Resource Center
- Assigns Launch Leader for launch; works with Champions to finalize Launch agenda
- Launch Leaders leads launch, other HBA reps participate; set expectations and guide decisions
- Advisors meet regularly with executive committee to help guide and advise
- Program Excellence Manager checks in with Advisors and executive committee at regular intervals to ensure progress and satisfaction
- Launches program mid- and year-end surveys; analyzes results and provides back to cohort for inclusion
- Advisors guide graduation needs; the HBA Program Excellence Manager works with champions (and HBA staff) on re-launch

Your Company

- Identifies internal core team, program needs and Ambassadors; Completes Activation form indicating intent to launch
- Works with Launch Leader to determine launch date and communicate internally; plans launch event
- Recruits and selects Ambassadors; provides framework for group initiative ideation
- Executive Sponsors, Champions and Ambassadors participate in launch; Ambassadors determine governance and initiatives
- Cohort executive committee meets regularly with HBA Advisors to determine cohort needs / keep group on track
- Cohort meets monthly/quarterly for progress updates, bonding and professional development
- Cohort works throughout the program on individual goals and selected group initiatives; complete mid-and year-end assessments; exec committee presents results to Executive Sponsors
- Exec committee plans/executes graduation needs; Champions work with the HBA to determine re-launch details

#HBAimpact

HBA



Role Definitions

Company roles

Executive Sponsor (1-2 needed) : senior executive (usually VP or higher) supporters of the program, providing budgetary support and strategic guidance when needed. Provides guidance and framework for group initiative ideation, and inspires and motivates the cohort to excel. Provides feedback and mentorship during progress presentations.

Champion (1-2 needed): the key drivers of the Ambassador Program internally, working to strategically and tactically plan the program's setup, launch, and monitor progress. Typically director / senior director level, with some visibility and pull within the organization. They are usually driven deeply involved in diversity, equity, and inclusion (DE&I) initiatives, viewing them as advantageous for personal, company, and broader community benefits, and may have even tried other leadership development programs to fill training gaps. Candidates with HBA experience or lower-level candidates with exceptional motivation and diverse professional backgrounds, such as cross-functional or global experience, may also be considered. Lead a team to execute the launch.

Ambassadors: the participants of the company's current program cohort

Executive Committee: five to six **Ambassadors** who self-select into the leadership team of the program; works closely with HBA advisors to ensure group is making progress towards goals

Team lead(s): individuals who self-select into leading one of the identified group initiatives or functional committees.

Cohort: refers to a group of Ambassadors participating in a company's current, particular Ambassador Program



Role Definitions

HBA roles

***Program Excellence Manager – the key program contact from the HBA**

HBA-trained volunteers are assigned to serve to one or more HBA Corporate Partner companies and are responsible for overseeing the Ambassador Program(s) within those companies. The Program Excellence Manager (PEM) manages the relationship with the company's internal Ambassador Program contacts; starts up new programs, facilitates program renewals, and ensures overall program quality; and acts as the primary connection point for the programs, staff, participants, advisors and HBA regions/chapters. *Program Excellence Managers are not the advisors who guide the cohort participants through the program.*

Every Ambassador Program company is assigned one HBA Program Excellence Manager

***Advisor – guides the cohort**

HBA-trained volunteer leaders assigned to each Ambassador cohort, working closely with the executive committee, driving the group and ensuring the cohort is making progress towards goals. Advisors are assigned and introduced to the cohort pre-launch, are often involved in pre-launch conversations, and take part in the launch when able. Each Ambassador cohort has two HBA Advisors.

Every Ambassador Program is assigned two HBA Advisors

HBA Regional or Chapter leadership – your local partners in collaboration

When programs are running in an existing HBA chapter or region, the Program Excellence Manager will make the connection to the local leadership team to ensure the cohort has access to all the benefits of the location and to collaborate. The local region/chapter can also provide HBA overviews (called Lunch and Learns) to employees within or outside of the Ambassador cohort to help individuals get the most out of the organization.

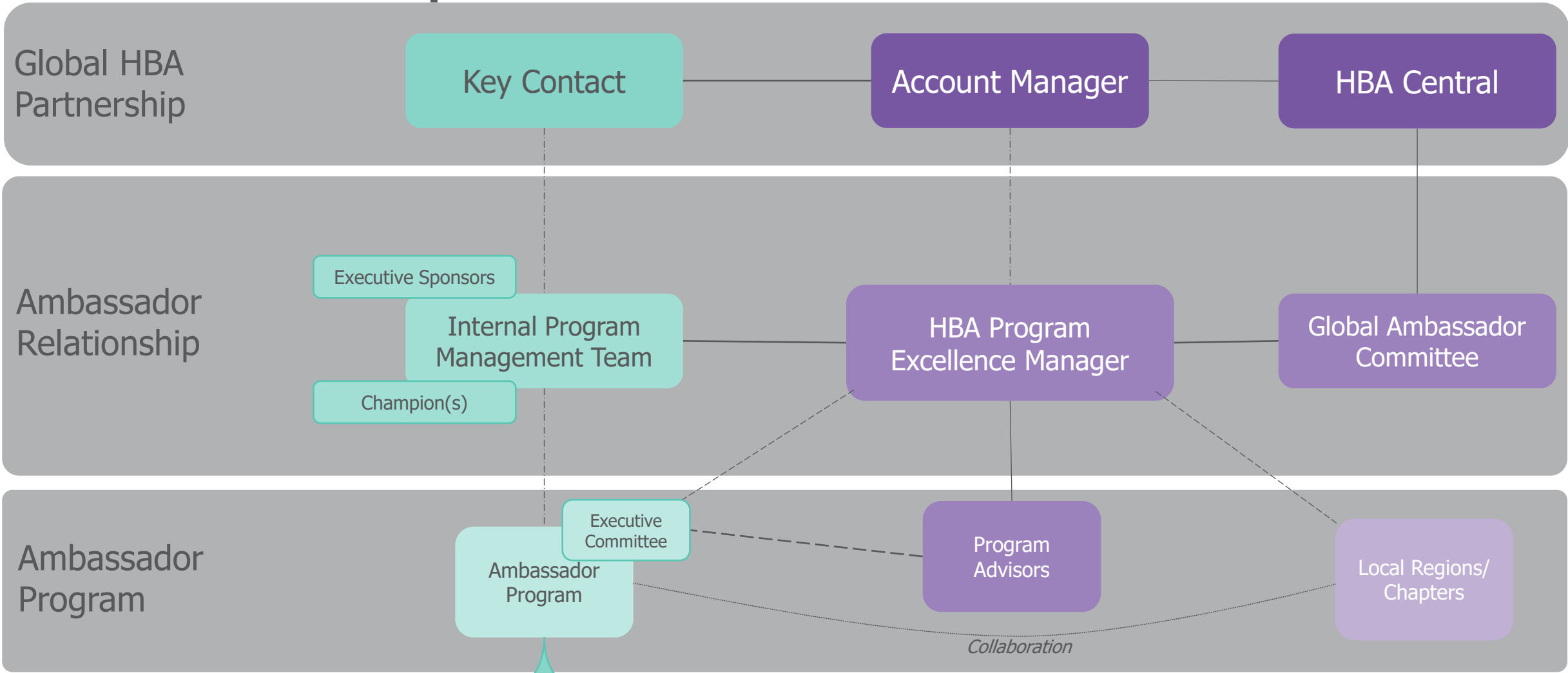
Launch Leader – leads/executes the launch

An HBA leader with significant experience in leading Ambassador Program launch events. The Launch Leader will lead the full launch event from start to finish, ensuring the program is set up for success

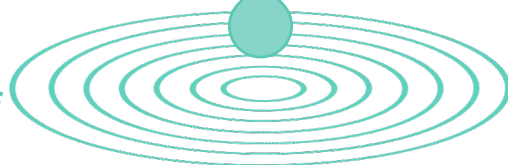


Corporate Partner

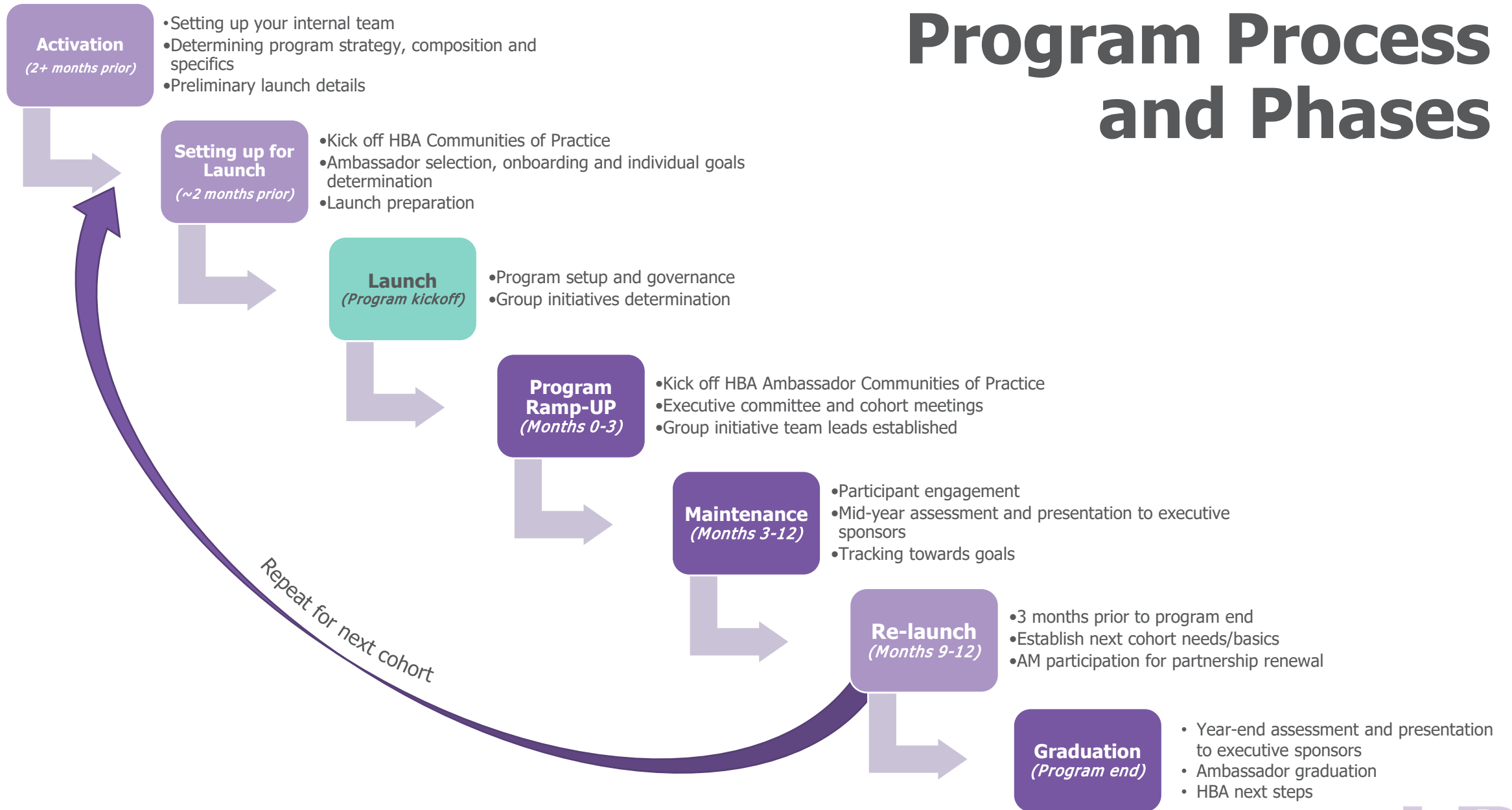
HBA



Benefits to other employees



Program Process and Phases



Additional Tools and Resources

The current Playbook is being significantly streamlined, removing all substantial detail and best practices to helpful program kits based on role/task.

Where are all the resources from the Playbook going?

They will be housed in a brand new **HBA Global Ambassador Program Resource Center**, a knowledge base* organized to make it easier for participants to find what they need as they walk through the process.

#HBAimpact

*Knowledge Base will be password protected for enhanced intellectual property security.

HBA





Resource Center and Tools

Role sheets will provide each individual clarity in their role, responsibilities, and the tools to do it quickly and easily

Simplified responsibilities

A clearly defined WIIFM

Champion

The Ambassador Program Champion(s) are the key drivers of the program internally, working to strategically and tactically plan the program's setup, launch, and monitor progress. Each program is recommended to have two Champions.

Key Responsibilities

1. Recruit and select the Ambassadors
2. Schedules and plans the Program Launch event
3. Document and share program best practices, successes, etc for continuous improvement

What's in it for me?

- High-visibility opportunity to be seen as a leader
- Enhance and expand leadership skills
- Great addition to development plan and resume
- An exciting new challenge
- Expand network inside and outside your company

Time Commitment: 2-3 hours per week pre-launch, 2-4 hours per month

Tools and Resources

[Champion Training](#)

[Recruitment and Selection Kit](#)

[Launch Planning Kit](#)

Will include 80+ new and revised tools, resources, and articles!

Resources readily available to complete responsibilities

Resource Kits include best practices, documents, tools and resources organized by task to make things easy



Launch

The program Launch makes a big impact in one 3-4 hour session.

Agenda

- **Introduction from the Champions:** Setting the stage for the Launch and HBA intros (*10 mins*)
- **Breakout session:** Networking/individual goals discussion (*20-30 mins*)
- **Introduction from the Executive Sponsors:** Delivering the problem statement and inspiring the cohort (*~20 minutes*)
- **Breakout session:** Group initiatives ideation (*~40 mins*)
- **Group initiatives discussion:** Narrowing in on top ideas (*45 mins*)
- **Interactive group session:** Self-organization of the group and what to expect the first 45 days (*40 mins*)
- **Launch next steps and close from Champions**