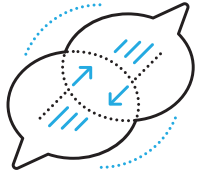


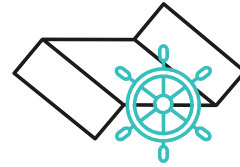
CII Components



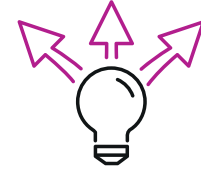
Corporate Guides/Fellows commit to monthly coaching meetings (e.g., one hour) with assigned partner for a nine-month timeframe



Corporate Guides/Fellows attend monthly academic sessions and workshops and find ways to apply learnings in the workplace



Executive Sponsors provide insight and guidance on inclusion practices and implementation



Direct Managers help the Fellows think through ways to apply learnings to the workplace and share knowledge with teammates

CII Best Practices/Ideas

- Monthly or Bi-monthly meetings among Cluster Participants (*Executive Sponsor, Corporate Guide, Fellow, Direct Manager*) to discuss key learnings, takeaways, and develop best practices to implement within their teams.
- Direct Managers: Meet with your Fellow after they attend a session and work on an action plan to incorporate learnings to their day to day for their professional development
- Direct Managers: Provide a platform for Fellows to share content, learnings to their team members (*Ex., carve time out during team check-in meetings for Fellow to share*)
- Executive Sponsors: Bringing current and past Cluster Participants together for networking (internally)
- Executive Sponsors: Inviting Corporate Guides & Fellows to participate in leading conversations about their experience in CII and sharing key takeaways that empowered them in their professional development with other teams within the organization
- Leverage the Corporate Guides and Fellows experience in CII by allowing them to put what they've learned into practice by organizing and leading special projects

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