

# Enterprise Veteran ERG

*Design & Implementation Strategy*

## 3 Phase Consulting Program

Phase

### 01 Purpose & Alignment

#### Build the Veteran ERG

- Establish purpose, trust, and leadership alignment
- Define what the ERG will—and will not—do
- Align leadership, HR, and veteran employees

Phase

### 02 Structure & Governance

#### Design the Framework

- Create a sustainable ERG structure
- Define leadership roles and responsibilities
- Establish cadence, boundaries, and budget fundamentals

Phase

### 03 Short & Long-Term Planning

#### Activate the ERG

- Launch with credibility and clarity
- Establish veteran-relevant programming
- Set realistic year-one expectations

