

# Veteran ERG Consulting Project



## 4 Phases

Phase

### 01

#### Foundation & Readiness

##### 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

#### Launch & Programming

##### Activate the ERG

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

Phase

### 04

#### HR Alignment & Stability

##### Protect, Measure & Sustain

- Align ERG efforts with HR and compliance
- Measure impact and engagement
- Plan for long-term sustainability

