





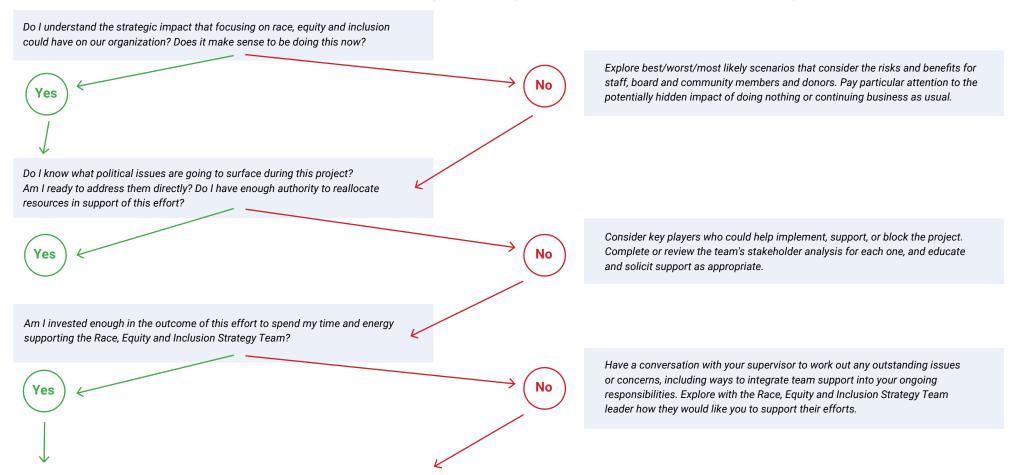
Part One: Get Ready > 3. Bring champions together and launch your process.

## PREPARING SENIOR LEADERS TO CHAMPION THE EFFORT

"Upwards of 50% of the teams formed [in organizations and companies] don't meet their potential. You can't take success for granted." —Jonathan Cox, Center for the Study of Work Teams

One important resource for team success is having champions in senior leadership who are clear about their role and willing to play it effectively. Although senior leaders can't move the work forward alone, they typically play an important part in securing resources, protecting the effort from opponents and setting the team up for success. They need to find the delicate balance between not leaning too far in (micromanaging) and not leaning too far back (leaving your team and its leader to fend for themselves).

This assessment will help senior leaders assess their readiness to champion your race, equity and inclusion efforts. Here are some questions they can ask themselves.



Great! You're ready to hear about the support the team needs from you throughout the process (not just the beginning)!