

# The Evolution of Employee Resource Groups Part 1



Resource Groups Podcast  
Hosted by Dr. Jonathan Ashong-Lamptey

Who is  
Jonathan  
Ashong-Lamptey?

# Jonathan is the Host of the Resource Groups Podcast

Jonathan has a PhD from  
the London School of  
Economics

Jonathan helps  
organisations reach their  
potential through  
inclusive practices

# Top 3 items covered

## TOP THREE ITEMS COVERED

#1. An influential paper that everyone who is serious about employee resource groups knows about

## TOP THREE ITEMS COVERED

#2. The four phases that employee resource groups must experience in order to evolve



## TOP THREE ITEMS COVERED

#3. The reasons why most resource groups don't evolve to reach their potential

# Top 3 takeaways

## TOP THREE TAKEAWAYS

#1. There are four phases required for resource groups to evolve: Awareness, Affiliation, Access & Advancement

## TOP THREE TAKEAWAYS

#2. Most organisations  
don't move beyond  
Awareness & Affiliation

## TOP THREE TAKEAWAYS

#3. These phases are useful, important but don't have to be addressed in the sequence described

# Top 3 Quotes

## TOP THREE QUOTES

#1. “Frankly, this is the type of persistent hard work that takes place without an audience.”

TOP THREE QUOTES

#2. “One of the things  
you hear me say  
frequently on the show  
is about how little  
research there is out  
there”



## TOP THREE QUOTES

#3. “Evolution means different things to different organisations at different times.”

I want to make sure I provide something that you think is useful

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