

Peer Circle Assignment #2: Gaining Access

Group Name: _____

In your pre-meeting surveys, many of you identified various unmet professional needs related to Access. This assignment focuses on how to overcome some of these obstacles. The following are examples of areas where greater access would help you in your professional development:

- Challenging/ “seniority-appropriate” work
- The “right people”
- Clients and potential clients (both internal and external)
- Knowledge/understanding of “the big picture” landscape of your organization
- Leadership/advancement opportunities
- Advancement in a flat organization
- Mentors and sponsors

As a group, please:

1. Discuss specific areas where greater access would help further your career.
2. List three of the issues that you’ve identified. Note whether there are programs/initiatives at your organization to address these issues and whether those programs/initiatives are helpful.

3. Brainstorm unique solutions for each of the three challenges you’ve identified above.
4. Record those solutions below.

Next Steps:

5. Set a personal goal to address one of the issues you’ve identified and discussed today. What steps will you take to gain greater access over the next three months?
6. Group Leaders, please compile the goals of each team member (include names), and email those to ehess@lclldnet.com before leaving today.