

Emerging Leaders Group Connects Employees Across Multiple Generations

Bon Secours wants to make sure our talented employees have resources to learn and grow across the entire Bon Secours health system.

That's why we started the Emerging Leaders Employee Resource Group (ERG) in 2015.

"We're looking for professionals who are eager to develop their strengths and talents as leaders for the betterment of their team, department and the organization," explains **Tyler Agee**, practice supervisor for the Bon Secours Care-A-Van and St. Joseph's Outreach Clinic, who chairs the ERG. "So basically, we're looking for people who want to grow, personally and professionally whether they in New York, Florida or Virginia."

Currently, membership stands at about 95 in Richmond and 45 in Hampton Roads. The employee-led group is hoping to expand that number as it begins offering new opportunities for employees to lead and serve. The Emerging Leaders ERG hosted a networking night out and a community service event earlier this year.

That focus on intergenerational collaboration spawned a panel discussion last spring on how each generation approaches work differently and uniquely – and what workers at different stages of their careers can learn from each other.

Upcoming events such as career panels, reverse mentoring, think-tank case studies, leadership development sessions and volunteer outings will give members a chance to drive innovation, explore career options and chart their own course to success.

"Even the most seasoned leaders have to learn and grow. There's not one clear path to becoming a leader in health care," said Agee.

Interested in joining? Contact **Jared Crist** in Richmond and **Laura Ferrell** in Hampton Roads.

"It really is a platform for people to connect around specific interests, professional development, networking and community service, with a strong focus on intergenerational collaboration."

— **Tyler Agee**
Emerging Leaders Employee Resource Group Chair