

# Employee Resource Organization (ERO)

## Annual Recognition Program

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### Goals

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- Spotlight key groups of individuals within the EROs and their impact on the business
- Motivate participants
- Showcase the business value of EROs to the greater Cisco population
- Educate the Cisco population about EROs
- Encourage Managers to invest in their employees that participate in EROs, recognizing how stretch assignments within EROs develop leadership skills through the 3 Es of development: Education, Experience, Exposure
- Utilize a Multi-faceted approach
  - 80% recognition, 20% rewards

### Recognition Eligibility Criteria

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Individuals recognized through the program must meet the following requirements:

- Current active member of an Employee Resource Organization
- All grade levels and geographies encouraged to participate
- Cisco employee in good standing –Contractors and consultants not eligible for recognition
- Winner's Manager supports the selection

### Recognition Categories

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#### Supporting Manager

Understands the business value of EROs and actively supports and encourages participation by their employees. Leverages the EROs to help develop their employees based on the 3E's of development: Experience, Exposure, Education. Encourages open dialogue, updates and/or presentations to educate themselves and their broader team about ERO initiatives and their impact on the business.

Total Winners: Three Supporting Managers – Globally

#### Outstanding Member

As an active member of one or more EROs, the individual consistently contributes to the EROs by adding value to both the ERO to which s/he is affiliated as well as the EROs as a collective entity. The individual DOES NOT hold a formal role/title within the EROs. S/he may be involved in activities such as (but not limited to) promoting growth of the ERO(s), assuming responsibility for large scale projects and initiatives or establishing/fostering deep ties into diverse communities which will benefit Cisco.

Total Winners: One per ERO

## Leadership Excellence

Individuals at the Global, Regional and Chapter levels of the ERO will be considered for recognition as well as individuals in the Business Liaison roles. All levels of leadership will be evaluated as a single recognition category. Individuals exhibit leadership in the following ways (All areas are not required to be met. The list serves as an example and is not meant to be all-inclusive):

- Encouraging participation in the EROs
- Promoting participation by Allies
- Providing leadership at the ERO and ERO portfolio level
- Ensuring ERO initiatives are business led
- Fortifying relationships in diverse communities that add value to Cisco

Total Winners: Three Leaders

## Roles and Responsibilities

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### Global Inclusion and Diversity Team

- Deliver a program framework that reinforces the value proposition of the Employee Resource Organizations to Cisco and the contribution of the individual participants
- Develop and execute a communications plan to spotlight recognition within the ERO community and the wider Cisco population
- Supplement recognition with appropriate rewards. Rewards will be determined based on appropriateness for the various categories of recognition as well as availability of funds.
- Manage program execution

### ERO Global, Regional, Chapter Leaders and Business Liaisons

- Encourage participation at all levels of the ERO through communication and personal outreach
- Promote actively and encourage frequently, the submission of nominations during the “open for nominations” time period.
- Identify individuals that deserve recognition for their contributions
- Promote the Recognition program by actively submitting nominations in one or more categories.