



Welcome to Involving People in Decisions that Impact Them

1. Please rename yourself on Zoom

- Name
- Agency
- Pronouns



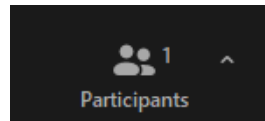
2. Answer our check-in question in the chat:

What's a unique holiday tradition your family has?



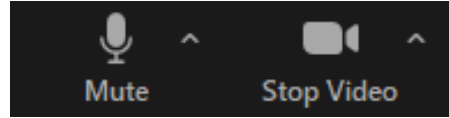
Tech Check

1. Rename Yourself



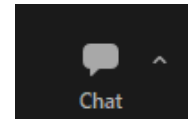
- Participants > Hoover over your name > 3 dots > Rename. Type your Name, Pronouns, and Department.

2. Mic & Video Test



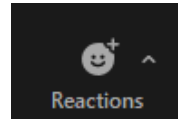
- Select the microphone button to unmute yourself & say hello! Select the video button to go on/off camera.

3. Locate the Chat Feature



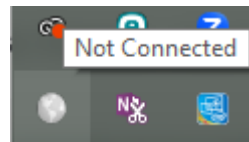
- Select the three dots > Chat to open up the chat box.

4. Raise Hand



- Select the three dots > Reactions > Raise Hand to raise your hand.

5. Turn off your VPN



6. Grab a Copy of the Learner Workbook / Handouts



- Found in Chat from your facilitator!

Disruption? Try logging out and logging back in again.



**Jay Winston, M.S.
(She/her/hers)**



Badger Alumna



World Traveler



Thalassophile



Dog Mom



Foodie

**Group
Agreements**

Be Present

Take Space

Make Space

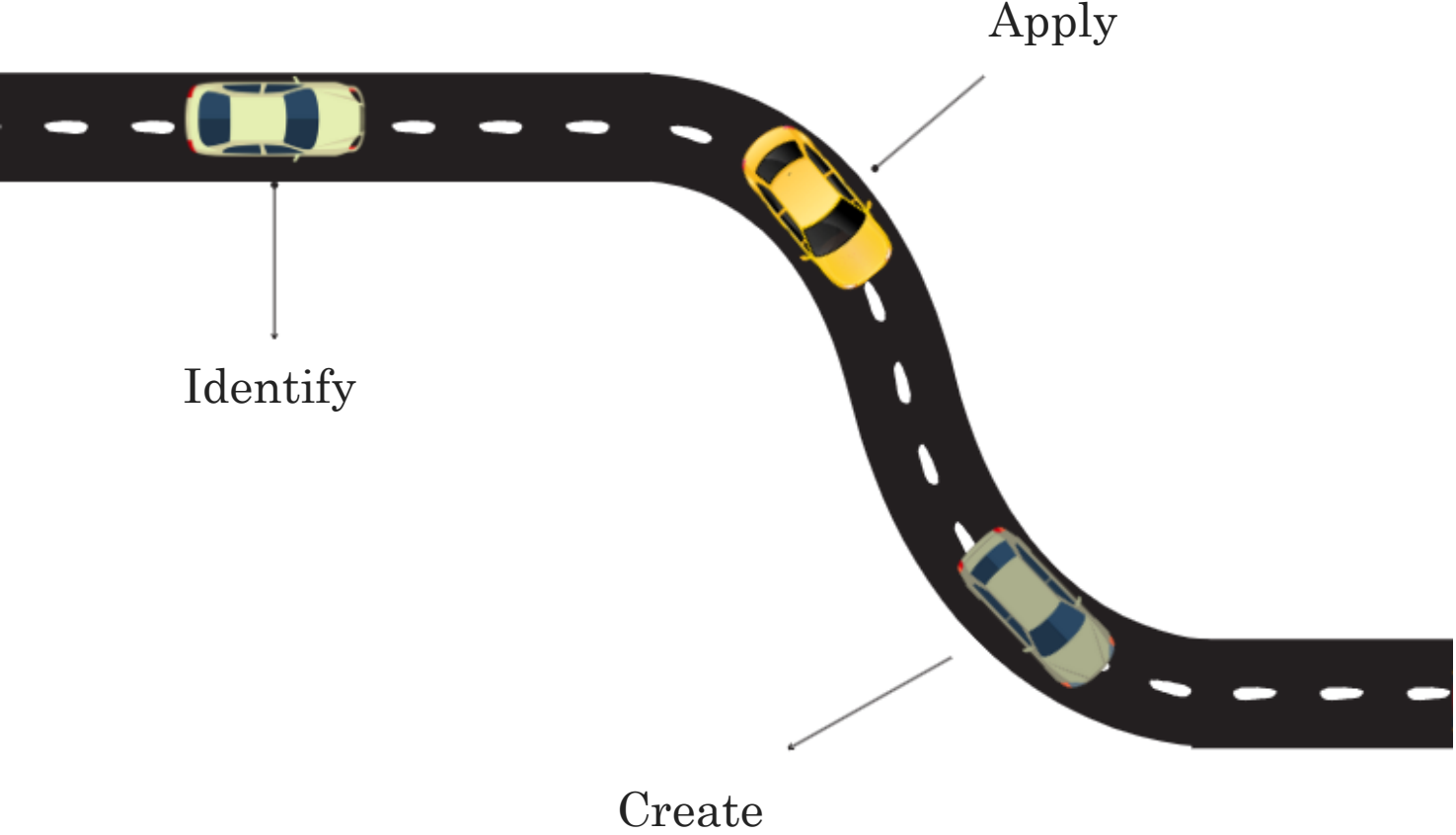
Take Notes

Be Curious

Ask Questions

Additions?





A decorative background for the header section. It features a mosaic of colorful, irregular shapes in shades of blue, red, yellow, and purple. In the foreground, a large, vibrant red flower with green leaves is partially visible, overlapping the mosaic.

OUR MADISON

INCLUSIVE, INNOVATIVE & THRIVING

OUR MISSION is to provide the highest quality service for the common good of our residents and visitors.



Our Service Promise



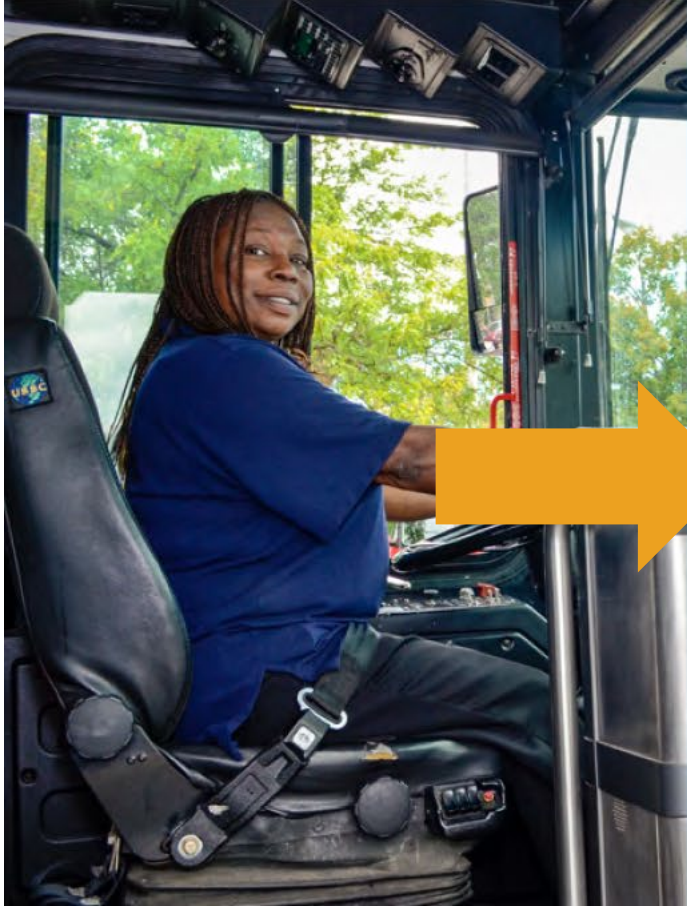
OUR SERVICE PROMISE

I have the highest expectations for myself and my fellow employees. Every day, I will:

- Serve coworkers and members of the public in a kind and friendly manner.
- Listen actively and communicate clearly.
- Involve those who are impacted before making decisions.
- Collaborate with others to learn, improve, and solve problems.
- Treat everyone as they would like to be treated.



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What do you call someone who has an effect on OR is affected by a decision?

Ownership

Diversity

Innovation

Relationships

Engagement

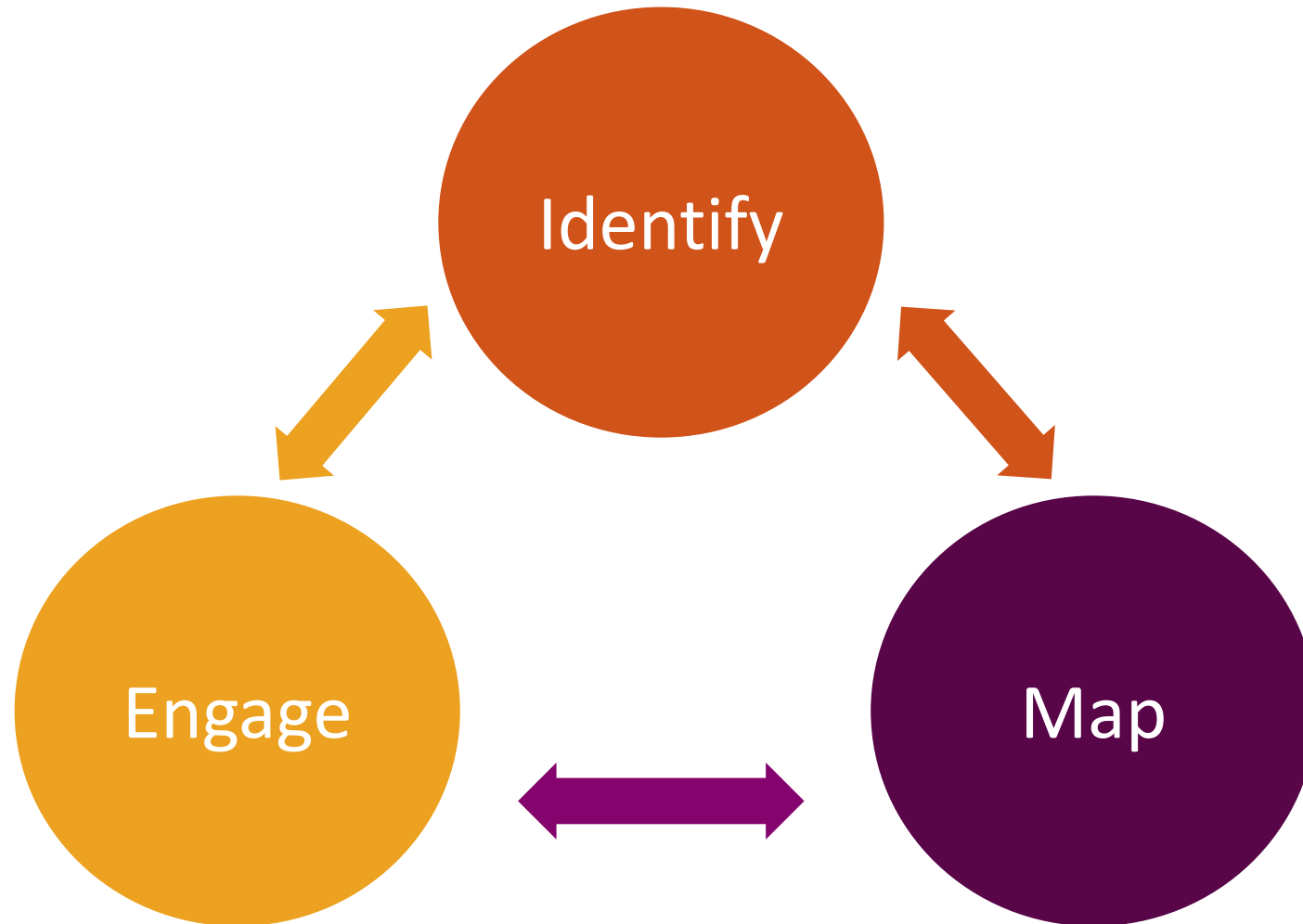
Success





How do you know someone has an effect on OR is affected by something?

Analysis





Story Time

Sustainability Initiative

You are the project lead in a local government organization, tasked with spearheading a citywide sustainability initiative. This initiative aims to make the city more environmentally friendly by being energy efficient, reducing waste and energy consumption, and increasing public transportation.





Identify

Identify

What are the decision points?

- Policy/Strategy Development
- Infrastructure Upgrades
- Public Engagement
- Cross-Functional Collaboration
- Budget Allocation
- Monitoring and Reporting



Who are impacted by these decisions?

- Mayor
- City Council
- Division Heads (Public Works, Transportation, Fleet, etc.)
- Legal Advisors
- Finance
- Local Businesses / Community Leaders
- General City Employees
- Residents

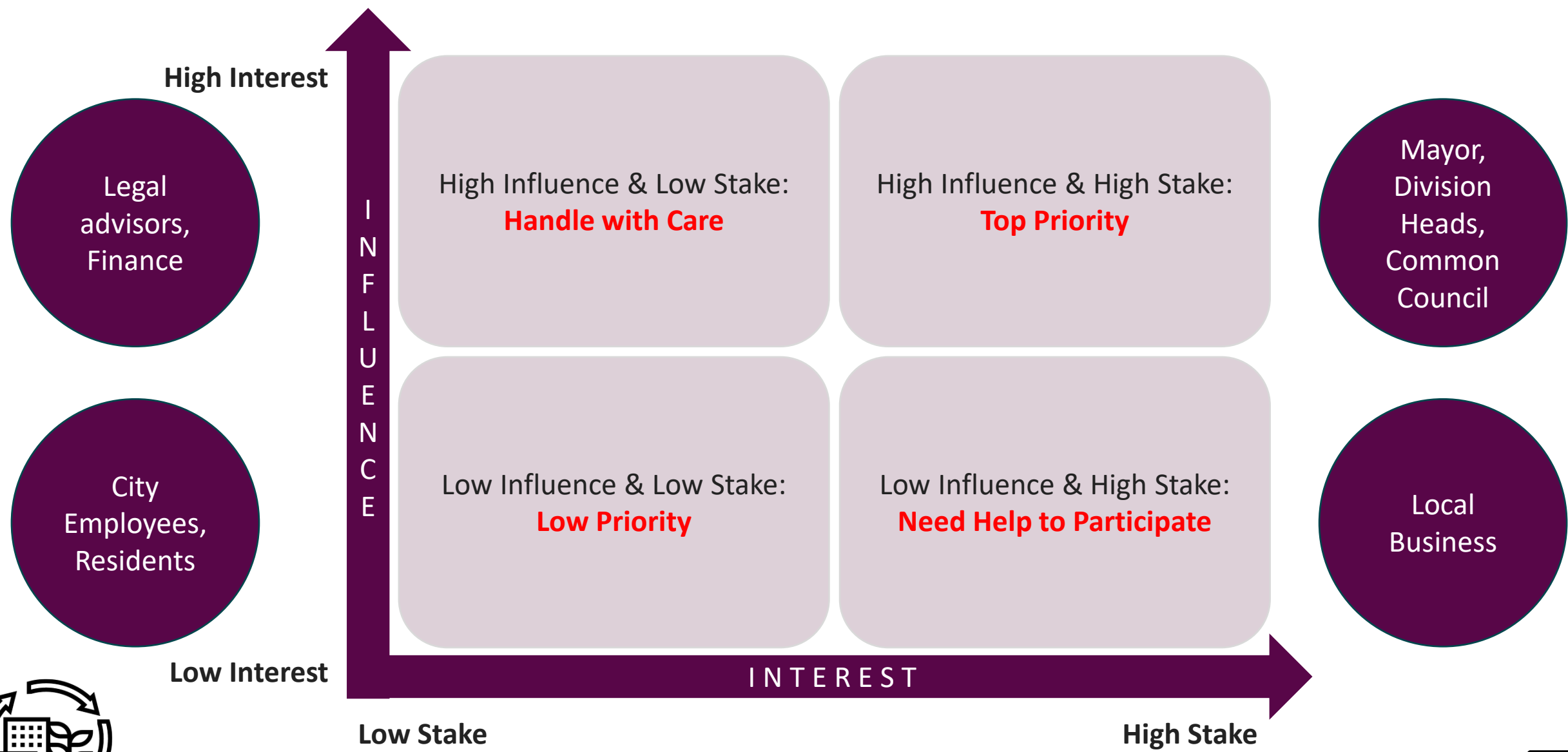


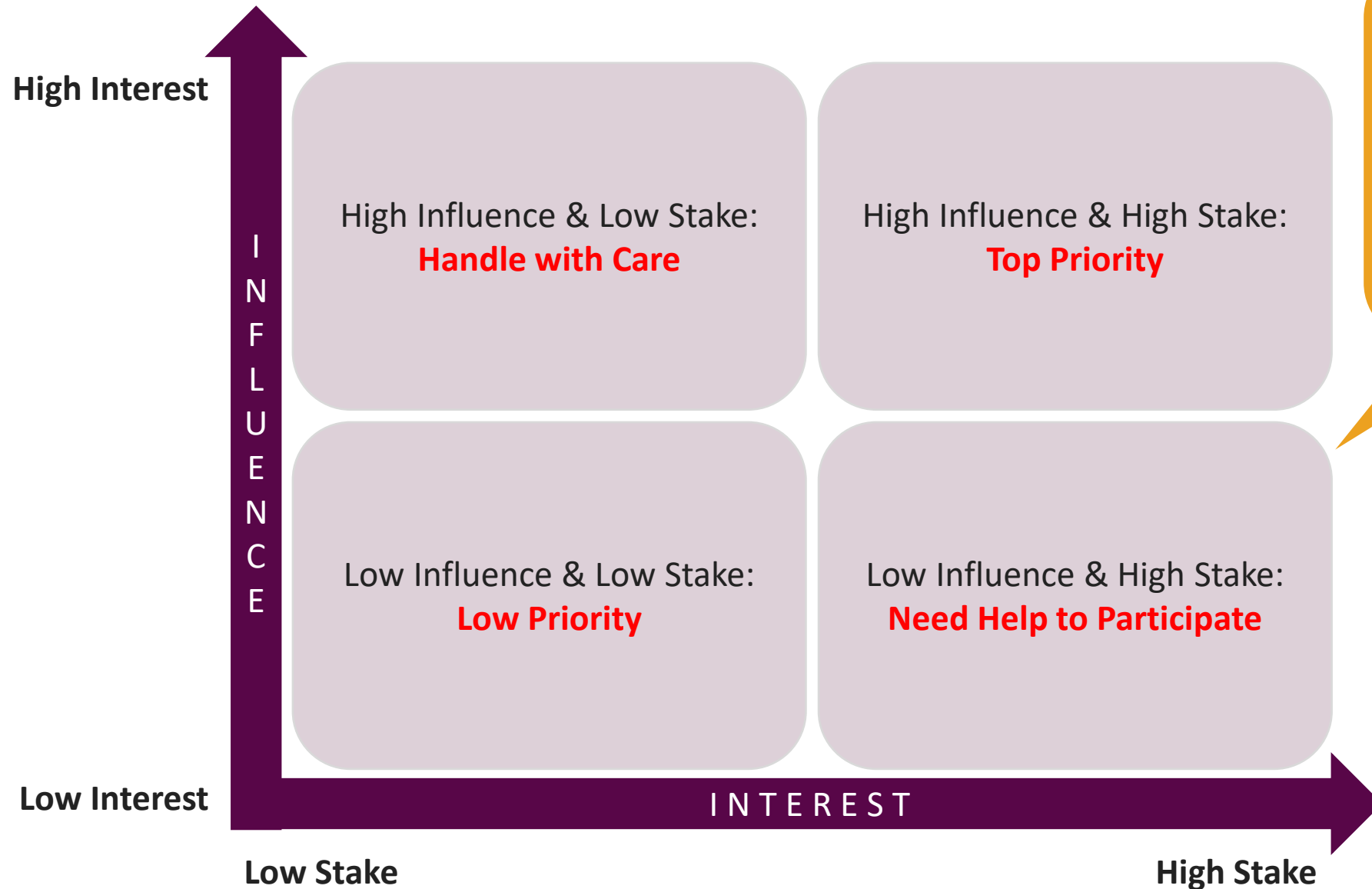


Map



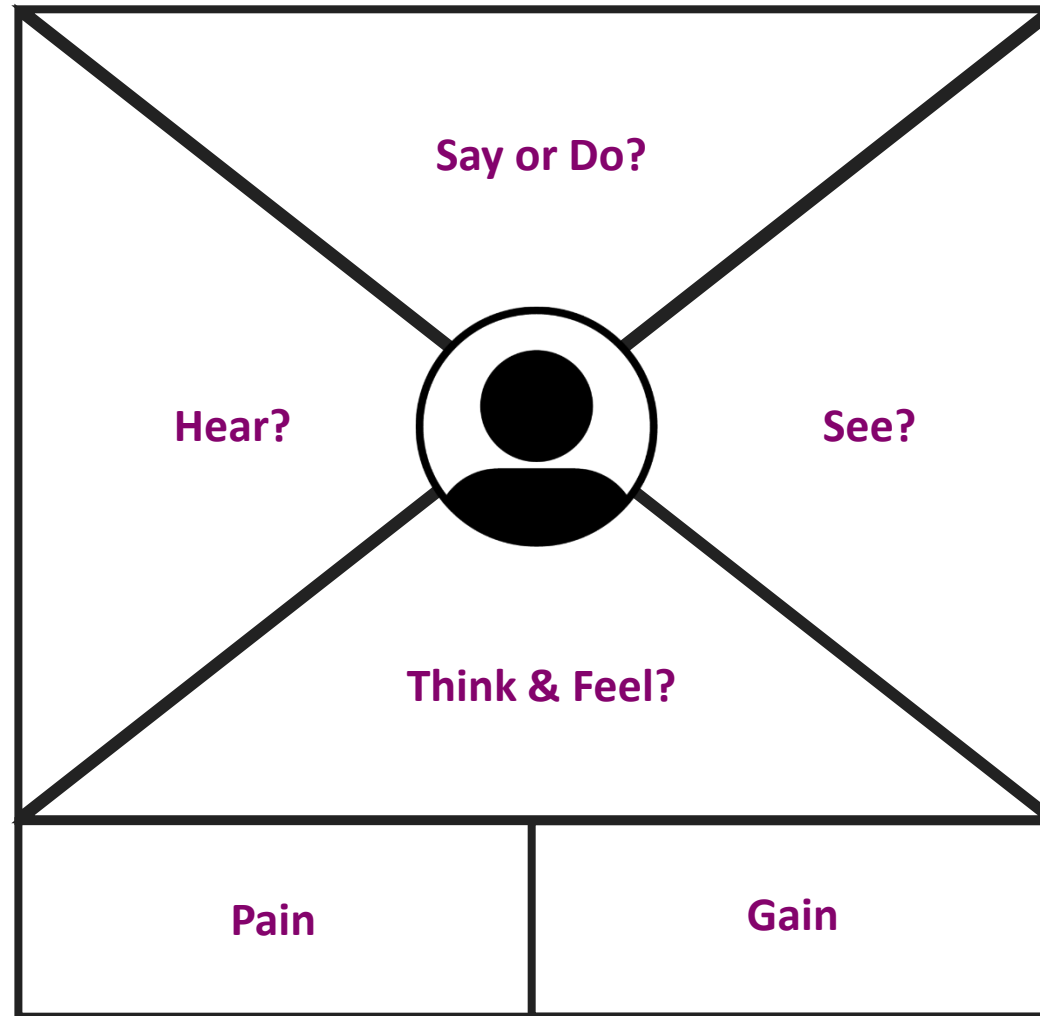
Map





CHAT:
What are the equity concerns with this model?

Empathy Mapping



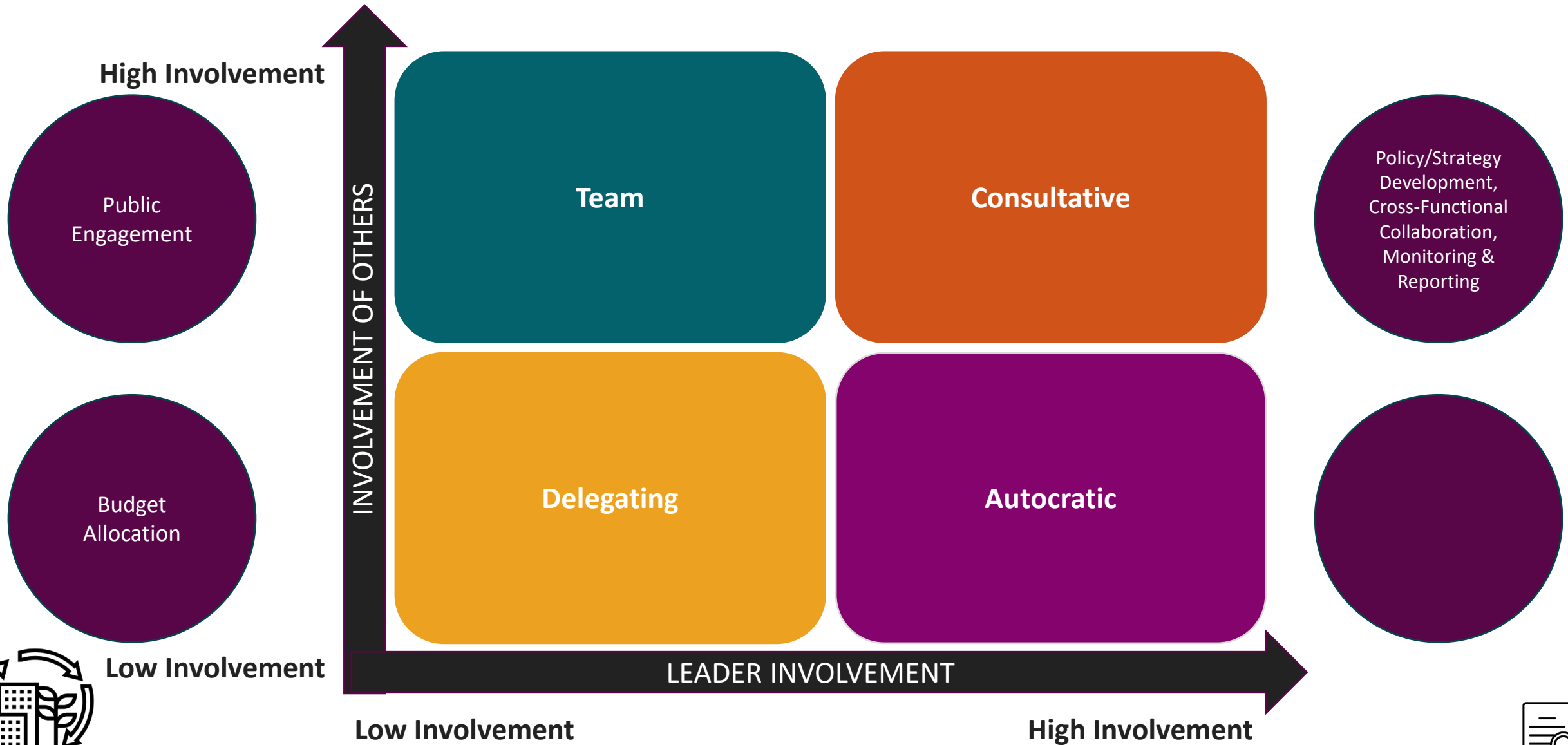


Engage



Engage

Decision Making Model



Now, it's YOUR turn!





Identify



Breakout Rooms

Remember



Identify

- Frame your decisions
- Identify people/groups impacted at each decision point



Map



Breakout Rooms

Remember



- Due to varying levels of interest and influence, building empathy allows us to think about how we want to engage each person/group



Engage



Breakout Rooms

Remember



Engage

- The type of decision you make is based on the level of involvement of yourself and others in that decision

Debrief

We Want Your
Feedback!

