

CITY OF MADISON

Midpoint Check-In Evaluation

Background:

Recruitment began in January of 2024 and there were 27 participant nominees. **89% of nominated participants accepted** invites to join the mentorship program.



- 8 mentors
- 16 mentees

Agencies represented in the mentorship program:

- | | | | |
|--------------------------|--------------------------|---------------------|---------------------------------|
| 1. CDA Housing Authority | 5. Community Development | 9. Fleet Service | 13. PCED Office of the Director |
| 2. Civil Rights | 6. Economic Development | 10. Human Resources | 14. PHMDC |
| 3. Clerk's Office | 7. Engineering | 11. Library | 15. Planning |
| 4. Common Council | 8. Finance | 12. Mayor's Office | |

Meetings & Communications:

March 2024: The mentorship program began in with the following events:



- A virtual mentee orientation with **100% participation**
- A virtual mentor orientation with **100% participation**
- An in-person program kick-off with **92% participation**

May 2024: We held virtual mentee and mentor-specific development discussions. 94% of mentees and 100% of mentors participated in their respective development discussions.

Communications: Between program-hosted events, **monthly mentorship communications** were sent highlighting resources and support for:



- Relationship building
- Growth and development
- Positive experiences for all program participants

June 2024 – Mid-Point Check-In: The mentorship program held an in-person mid-point check-in session to continue fostering community and relationship building. The midpoint check in yielded 65% participation.

- 5 out of 8 mentors
- 10 out of 15 mentees

Mid-Point Check-In Evaluation:

100% of all mid-point check in participants (15/15) completed the mid-point check in evaluation. The results are as follows:



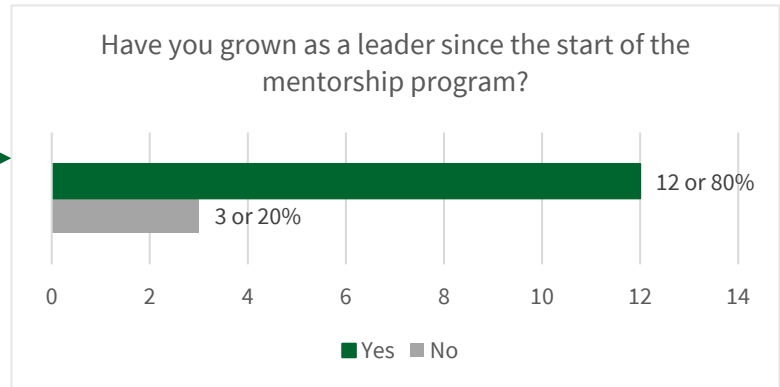
1. We asked participants to rate the usefulness of the resources that were provided throughout the program.
 - **93%** of participants who used the **Mentorship Guide found it useful**
 - **100%** of participants who used the **Monthly Communication found them useful**
 - **93%** of participants **used the Individual Development Plan (IDP)**
 - **87%** of those who used the **Individual Development Plan (IDP), found it useful**
 - **93%** of participants who used the **Skills Self-Assessment found it useful**
 - **73%** of participants **used the Feedback Resources**
 - **100%** of those who used the **Feedback Resources found them useful**

- **93%** of participants who used the **Clifton Strengths Assessment found it useful**
- **100%** of mentor participants **found the mentor development discussion useful**
- **100%** of mentee participants **found the mentee development discussion useful**

The remaining results are in alignment with the mentorship program's main objectives:

- **Leadership Development:** Growth and development of both mentors and mentees.
- **Equity and Inclusion:** Promote belonging, retention, and advancement of diverse employees.
- **Organizational Learning:** Increase cross-agency socialization, collaboration, and learning.

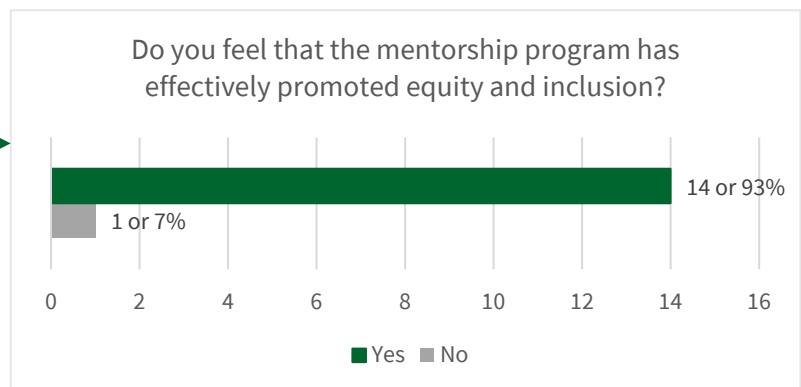
2. We asked participants if they've **grown as leaders** since the start of the program and in what ways.



3. **Major themes identified in open-ended responses** (14/15 respondents)

- **Confidence and Self-assurance:** Many respondents reported increased confidence in their leadership abilities, communicating at higher levels, and a better self-perception as leaders.
- **Interpersonal Skills and Emotional Intelligence:** Respondents reported growth in understanding and responding to others' needs, creating supportive spaces, meeting people where they are, and validating others' experiences without trying to 'fix' things. This highlights the overall increase in mindful interactions.
- **Learning and Development:** Respondents are learning from other leaders, accepting help as needed, and gaining new and diverse perspectives on what leadership can be.
- **Taking on Responsibilities:** Respondents are demonstrating leadership growth through increased responsibilities in current roles and receiving promotions.
- **Leadership Style:** Respondents are developing their personal leadership style while also increasing their understanding that leadership can take many forms.

4. We asked participants if they felt the **mentorship program promotes equity and inclusion** and to share an example.



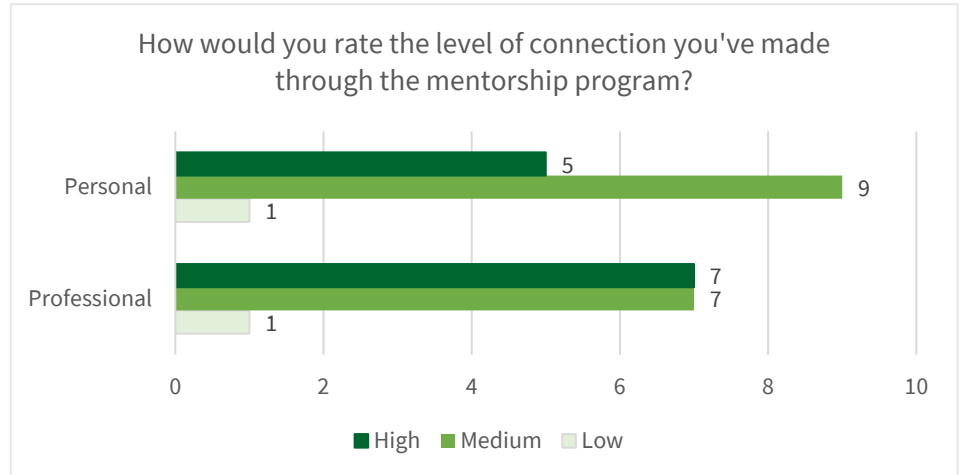
5. **Major themes identified in open-ended responses** (9/15 respondents)

- **Diversity and Inclusion:** Participants appreciate the diverse make-up of the program and their mentoring groups. This led to the sharing of diverse perspectives and helped to facilitate participants fostering a more inclusive mindset.
- **Self-Reflection and Racial Equity:** Participants appreciate the ways the mentorship program emphasize the importance of self-reflection and add that racial equity should be the foundation of these reflections.
- **Networking and Opportunities:** Participants value the networking opportunities and new experiences provided by the mentorship program, exposing them to committee opportunities and increasing their exposure.
- **Variety and Flexibility in Interaction:** Participants appreciate the variety of ways to engage and the flexibility in interaction methods and resource utilization.

- **Personalized Mentorship:** The significance of personalized mentorship and individual attention.

6. We asked participants to rate the **level of connections** they've made through the program and how they're benefiting from these connections.

93% of respondents rate their personal **and** professional connections as medium or high



7. **Major themes identified in open ended responses** (13/15 respondents)

- **Cross-Department Collaboration:** Respondents highlight connecting with other city employees, which helps in building a professional network and understanding the roles and functions of others within the. This had led to opportunities for professional collaboration and interaction across different city departments, fostering interdisciplinary teamwork.
- **Empowerment:** Respondent are gaining personal power, confidence, and a sense of ownership through the connections made through the mentorship program.
- **Social Skills Development:** Respondents highlight how mentorship connections are leading to an improvement in social interactions, particularly for individuals who are shy or introverted,
- **Personal Connections:** Respondents highlight their strong personal connections with mentees, leading to meaningful and supportive relationships. This ultimately is increasing participants comfort and ease in approaching others for questions, support, and collaboration.
- **Peer Support:** Respondent highlight how connections lead to support from peers, especially among those in similar roles, to share challenges and develop solutions collaboratively.

Want to Learn More about the Mentorship Program?

Connect with Leadership Development Specialist, Jay Winston at OrganizationalDevelopment@cityofmadison.com to learn more or get involved.