# CITY OF **MADISON** December 6, 2023 Leadership Gathering Results

#### Purpose

The purpose of the leadership gathering was to...

- 1. Discuss what City of Madison leaders saw/see as organizational challenges and opportunities.
- 2. Collaborate on how to meet leaders' needs in the face of an ever-changing workforce.
- 3. Build relationships in a way that breaks silos and strengthen our collective efforts.
- 4. Share out and create buy-in related to needed development.

## Attendees

- 76 total attendees
  - Agencies **not** represented: Assessor, Building Inspection, Clerk's Office, Fire, Monona Terrace, Parking, and Police (23% of 31 total agencies)
  - 44 total feedback survey responses (58%)
    - 19 agencies represented in evaluation responses (61%)

## Top Areas of Need Across Departments

1. Workload Management and



- Balance/Burnout
- 2. Navigating Change/Change Management
- 3. Feedback Conversations

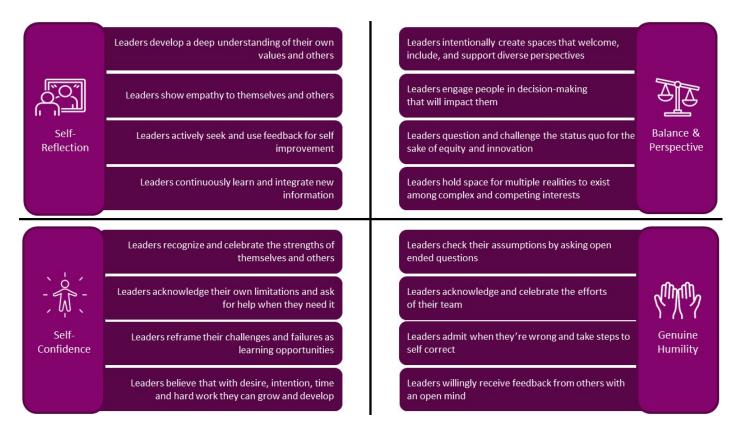
# Skills Our Leaders Want to Develop Further

- 1. Use of feedback for self-improvement
- 2. Holding space for complexity among competing interests



- 3. Acknowledging limitations and asking for help, when needed
- 4. Acknowledging and celebrating team members

# Values-Based Leadership Principles & Behaviors Discussed



#### Learning the Values-Based Leadership (VBL) Principles & Behaviors Dot Exercise Feedback



**100%** of respondents rated the exercise as having successfully facilitated selfassessment of the VBL Principles and Behaviors.



**95%** of respondents rated the exercise as having successfully contributed to creating acceptance of the VBL Principles and Behaviors.



**100%** of respondents rated the exercise as having successfully facilitated buy-in of the VBL Principles and Behaviors.



**98%** of respondents rated themselves as ready to actively use the VBL Principles and Behaviors.

#### Applying VBL Principles & Behaviors to Address Organizational Challenges Small Group Discussion Feedback



**98%** of respondents found the discussions to be effective.

#### Attendees Feedback (58% response rate)



**100%** of respondents rated the gathering successful in promoting a sense of unity across departments.



**98%** of respondents rated the gathering successful in breaking down silos.



**98%** of respondents felt that the discussions provided them with ideas to address their department's needs.



**97%** of respondents rated the gathering successful in strengthening collective efforts.



**95%** of respondents rated the gathering successful in promoting cross-department collaboration.

#### **Next Steps**

The purpose of the 2023 Leadership Gathering was to discuss organizational challenges and opportunities, build relationships in a way that breaks down silos and strengthens collective efforts, and collaborate on ways to meet the needs of our workforce. The Leadership Gathering was a great success with a desire to partake in more cross-departmental gatherings.

The Supervisory Collective a.k.a *The Collective* is a great space for these types of conversations to continue as it's a social learning community for supervisors, managers, lead workers, department/division heads, and those who lead cross-functionally. This space is dedicated for members to connect, share their experiences, support one another, and deepen their knowledge through inquiry, collaboration, and facilitated discussions; like that of the 2023 Leadership Gathering.

The use of the Supervisory Collective to continue conversations from the 2023 Leadership Gathering is aligned with the original purpose of the Supervisory Collective.

Of the six gatherings scheduled for the 2024, three of these gatherings will be used to continue discussions around our organization's most pressings issues (feedback, workload management/balance and burnout, and change management/navigating change). The reaming three sessions will be available, by request, for members to engage with city wide initiatives (examples: data engagement and results Madison, APM 2-52 and creating an inclusive workplace). Steps are being taken to engage the appropriate people to identify what this could look like and build a process in place to support it, with a projected start date of Q2.

## Leadership Gathering Recurrence

97% of respondents believe it would be beneficial to have quarterly leadership gatherings.



# Looking for more details on the Leadership Gathering?

Reach out to Jay Winston at <u>JWinston@cityofmadison.com</u> anytime!