CITY OF **MADISON**
December 11, 2024 – Leadership Gathering Results

2024 Theme
Balanced Leadership: Mastering Workload While Sustaining Employee Well-Being

Purpose
The gathering aims to foster a collaborative environment where leaders from across TeamCity can:

- **Share insights** and **learn** from each other.
- **Build relationships** in a way that **breaks departmental silos** and **strengthens the City's collective efforts**.
- Identify actionable strategies for **enhancing leadership practices** while **sustaining employee wellbeing.**

Attendees

- 106 total attendees. This is a **39% increase in attendance** from the 2023 Leadership Gathering.
- 30 out of 32 agencies were represented. This is **93% of all city agencies.**

Navigate this Document

Keynote: Preventing Burnout, Inside Strategies to Manage Outside Stressors Evaluations

Rachel Krinsky

Speaking Engagement Report
Audience Feedback on Dec 11, 2024

Attendee Responses
80

97% found this session valuable
- Valuable 78
- Not Valuable 2

96% would hear Rachel speak again
- Definitely Yes 31
- Definitely Not 0
- Probably Yes 42
- Probably Not 3

Attendees found this session
- Interactive 94%
- Relevant 93%
- Engaging 92%
- Actionable 90%

75% response rate, (n=80)

Here's what attendees has to say about the keynote:

- o "The things I learned seem **accessible** and **actionable**, like I can do them in small bites each day and grow it to be more a part of my daily practice. The more I practice, the easier it will be to use them in situations where they can help me **de-escalate myself or avoid escalating others with my reactionary brain**."

- o "Was really nice! I have some **useful activities to share with the team** and also share with our optimal climate team since **stress** showed up as **a large concern** on a recent staff survey."

Prepared by HR-OD Leadership Development Specialist Jay Winston, M.S   *Designed by HR-OD Coordinator Emily Jamieson*

o "Rachel did a great job **acknowledging the challenges of leadership** and **packaging strategies** that we know work into **easy**, **rapidly actionable** and **accessible steps**."

Generative AI "Policy Bot" Demonstration

Participants received an AI demonstration using the Evidence Bot. This allowed participants to **generate evidence-based strategies to address workload management and employee wellbeing**. Participants were asked to plot each strategy on the **Feasibility Impact Matrix** with consideration to the following:

1. What makes you think an idea would be impactful? (Previous evidence? Experience? Other cities?)
2. What makes you think an idea would be feasible? Consider different types of costs, including political costs, feasibility costs, budgets, etc.
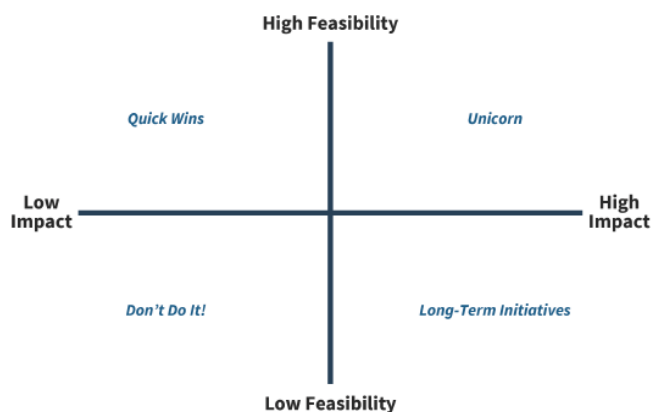
This activity highlighted the **evidence-based strategies** to address **workload management** and **employee wellbeing** that the City of Madison is already doing, like:

- Promoting open and clear communication/feedback
- Using online tools to gather staff priorities and input
- Create work plans and mind maps
- Providing access to training and development opportunities to leadership and staff
- Recognition and appreciation initiatives
- Provide mentoring and guidance for team members
- Building a culture of inclusivity and no harm for marginalized staff
- Regularly check-in on employee workload and stress levels

It also highlighted **new** areas we can considering exploring in the future. To see the full results, please view the full **2024 Leadership Gathering Matrix Discussion Share-Out.**

Leadership Gathering Evaluation (33% response rate, n-35)

The following results are from the **internal survey** sent to all participants of the leadership gathering. A thematic analysis of open-ended responses was completed to identify the following:

Top Areas of Organizational Need

- **Employee Well-Being and Burnout Prevention**
- **Workload Management and Efficiency**
- **Employee Development and Retention**
- **Organizational Collaboration and Culture**

Top Areas of Departmental Need

Workload Management and Prioritization	Many responses emphasized **goal setting, prioritization, and balancing workloads**, indicating a strong focus on managing competing demands effectively.

Employee Well-Being and Burnout Prevention	Several responses highlighted the need for strategies addressing **burnout, stress management, and overall well-being.**
Trust, Relationships, and Team Building	A significant number of responses pointed to **cultivating trust, collaboration, and relationship-building** as key priorities.
Effective Communication and Check-Ins	Some responses focused on **improving communication, transparency, and meaningful interactions** within teams.
Professional Development and Training	There was a clear recognition of the importance of **investing in training, skill development, and professional growth.**
Process Improvement and Efficiency	A few responses emphasized **workflow improvements, onboarding, and leveraging technology** to enhance efficiency.
Strategic Leadership and Organizational Priorities	Some responses reflected a broader focus on **strategic planning, leadership, and aligning efforts with agency-wide goals.**

Leadership Gathering Evaluation Data

88% of respondents rated the gathering **successful in promoting cross-departmental collaboration among participants.**
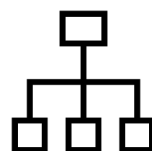
80% of respondents rated the gathering **successful in strengthening collective efforts.**

86% of respondents rated the gathering **successful in promoting a sense of unity among leaders across different departments.**

Looking for more details on the Leadership Gathering?

Reach out to OrganizationalDevelopment@cityofmadison.com to get in touch with our Leadership Development Specialist.