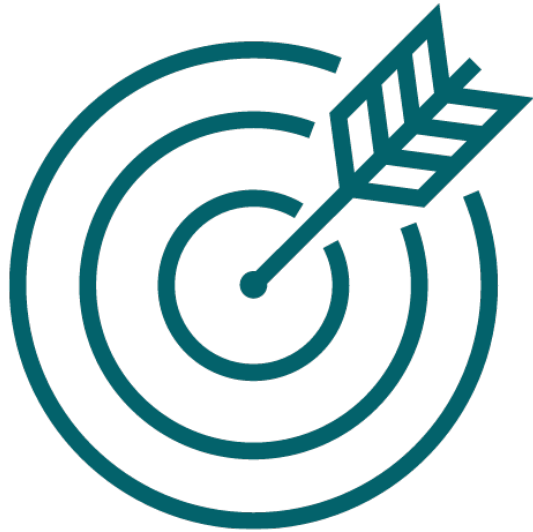# The Supervisory Collective

"The Collective"

Purpose of *The Collective* for its Members

To cultivate and build meaningful relationships through knowledge sharing that promotes; capacity building, equipping leaders with the necessary tools, best practices, expertise, and support to excel in our roles, and to tackle complex issues with confidence.

Purpose of *The Collective* for the City of Madison
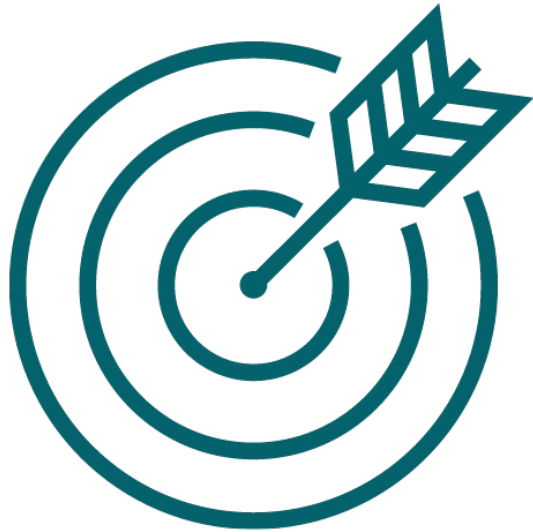
To provide a dedicate space for staff whom have supervisory responsibilities to connect, learn, and grow together in such a way that supports Our Vision of an Inclusive, Innovative and Thriving #TeamCity.

Values

Authenticity

Safety

Community

Belonging

Trust

Guiding Principles

1. Make space, take space

2. Create space for multiple truths

3. Assume best intent, attend to impact

4. Accountability for ourselves and to one other

5. Speak from personal experience with "I" statements

6. Be curious and ask open-ended questions

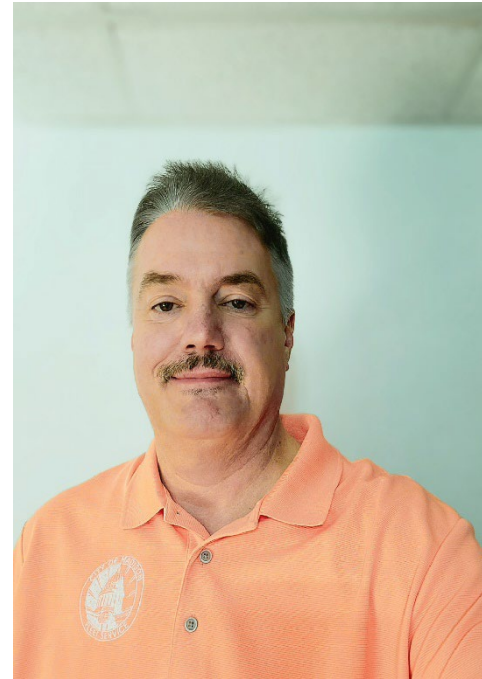7. What's said here stays here, what's learned here leaves here
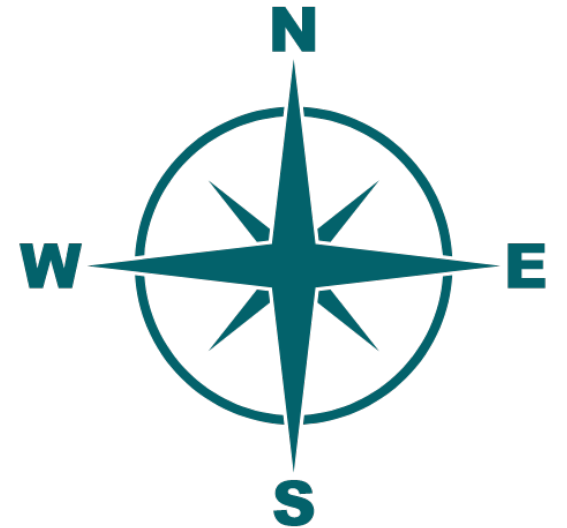
The Collective's Leadership Team (CLT)

Kevin Goke, he/him

Parks

Jennifer Delaney, she/hers

Parks

Mark Vander Waal, he/him

Fleet

Yolanda Shelton-Morris, she/her

Community Development

The Collective's Manager, Jay Winston

Leadership Development Specialist
Human Resources
she/hers

Agenda

Facilitated Discussions:

2023 Leadership Gathering Recap

&

2024 Leadership Gathering Planning

2023 Leadership Gathering Recap

Purpose

Discuss organizational challenges and opportunities.

Collaborate on how to meet leaders' needs

Silo breaking and strengthening our collective efforts.

Share out and create buy-in related to ongoing leadership development.

76 total Attendees

Agencies **not** represented: Assessor, Building Inspection, Clerk's Office, Fire, Monona Terrace, Parking, and Police *(23% of 31 total agencies)*

Major Takeaways

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
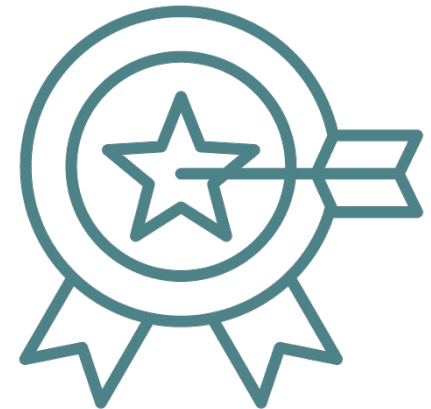4. Acknowledging and celebrating team members

2024 Leadership Gathering Planning

Reflection

- What's a significant achievement of your agency in the last six months?

Organizational Challenges and Opportunities

- What are the most pressing challenges/setbacks your team/agency is facing?

Collaboration and Relationship Building

- What could it look like to enhance collaboration between agencies and departments?

- What are some barriers to collaboration within our organization?

Leadership Needs and Development

- What are the current needs of leaders in our current environment that's not being adequately addressed?

- How can we create more buy in as an organization for ongoing leadership development?

Identifying Conference Theme

- What overarching theme do you believe would resonate most with our organization for the leadership gathering [based on discussions today]?

- What outcomes would you like to see from the conference to support your team and the organization as a whole?