



2023 WORKPLAN & 5-YEAR STRATEGIC PLAN

DEPARTMENT OF HUMAN RESOURCES

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CULTURE of Belonging

MISSION & VISION



VISION

People choose to work at the City of Madison to make a difference and stay because they belong.

MISSION

We attract, retain, and develop a diverse and engaged workforce to create an inclusive and high performing organization.

GOALS



1. **ATTRACT** a talented and diverse workforce.
2. **RETAIN** an engaged and diverse workforce where all employees feel they belong.
3. **DEVELOP** our employees and organization to be an inclusive and high performing City.
4. **IMPLEMENT** innovative and progressive Human Resources practices.

2023 GOALS & ACTIONS



1. **ATTRACT** a talented and diverse workforce.

- Hire a Talent Acquisition Specialist and create a recruitment strategy guide
 - Implement targeted recruitment process
- Modernize the Position Study Process after equity analysis
 - Implement streamlined hiring process
- Rewrite Personnel Rules in partnership with Results for America fellowship
- Implement initial steps of Compensation Study
 - Update all position descriptions and issue RFP

2023 GOALS & ACTIONS



2. **RETAIN** an engaged and diverse workforce where all employees feel they belong.

- Develop comprehensive onboarding plan with necessary software implementation
 - Complete RFP for Onboarding and LMS systems
- Rewrite Wage and Life Insurance Plan

2023 GOALS & ACTIONS



3. DEVELOP our employees and organization to be an inclusive and high performing City.

- Implement intersectional, relationship-centered leadership development programs
 - Inclusive Leadership Development
 - Mentorship Pilot Program
- Use City values of equity and inclusion to identify key leadership competencies and align with programming
- Develop and implement feedback mechanisms for Department/Division Heads, supervisors and managers, and non-positional leaders
 - 360 surveys and executive check-in process modifications

2023 GOALS & ACTIONS



4. **IMPLEMENT** innovative and progressive Human Resources practices.

- Complete a Strategic Plan for 2023-2027 and identify associated metrics and data
- Implement a change management and communication plan for Human Resources
- Create and implement customer service delivery standards & needed HR competencies
- Develop and document a cross-training plan for all HR staff

ROADMAP





Thank you!

**DEPARTMENT OF
HUMAN RESOURCES**