

CITY OF MADISON

Midpoint Check-In Evaluation

7/24/25

Background:

Recruitment began in January of 2025 and there were 32 participant nominees. **60% of nominated participants accepted** invitations to join the mentorship program.



- 7 mentors
- 12 mentees

Agencies represented in the mentorship program:

- | | | | |
|--------------------------|--------------------|--------------------------------|--------------|
| 1. CDA Housing Authority | 4. Fire | 7. Monona Terrace | 9. Parks |
| 2. Civil Rights | 5. Human Resources | 8. Office of the City Attorney | 10. Planning |
| 3. Engineering | 6. Metro | | 11. Streets |

Meetings & Communications:

March 2025: The mentorship program began with the following events:

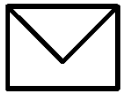
- A virtual mentee orientation with **100% participation**
- A virtual mentor orientation with **100% participation**
- An in-person program kick-off with **100% participation**



May 2025: We held virtual mentee and mentor-specific development discussions. 100% of mentees and 86% 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 2025 - 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 58% participation.

- 4 out of 7 mentors
- 9 out of 12 mentees

Mid-Point Check-In Evaluation:

100% of all mid-point check in participants (n=14) completed the mid-point check in evaluation. The results are as follows:



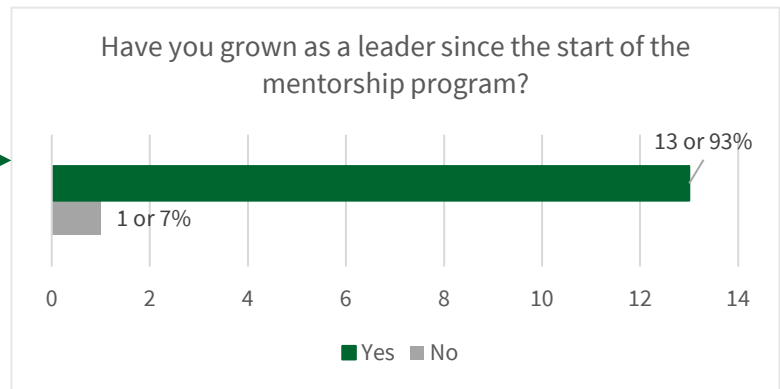
1. We asked participants to rate the usefulness of the resources that were provided throughout the program.
 - **100%** of participants who used the **Mentorship Guide found it useful**
 - **100%** of participants who used the **Monthly Communication found them useful**
 - **58%** of participants **used the Individual Development Plan (IDP)**
 - **100%** of those who used the **Individual Development Plan (IDP), found it useful**
 - **57%** of participants **used the Skills Self-Assessment**
 - **100%** of those who used the **Skills Self-Assessment found it useful**
 - **78%** of participants **used the Feedback Resources**

- **100%** of those who used the **Feedback Resources found them useful**
- **64%** of participants **used the Clifton Strengths Assessment**
 - **100%** of those 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.

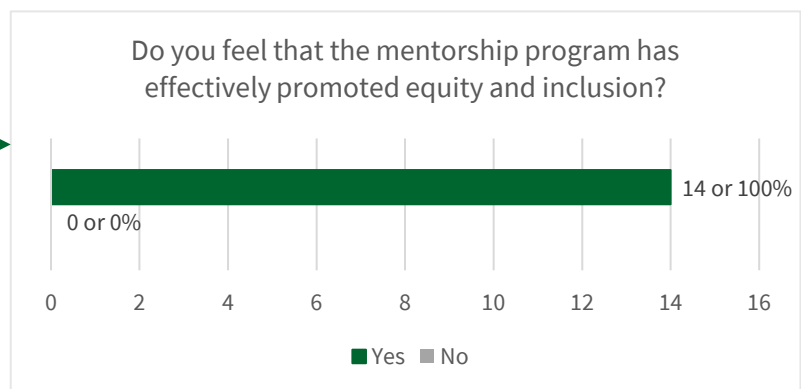


3. **Major themes identified in open-ended responses** (13/14 respondents)

- **Increased Confidence:** A significant number of participants report increased confidence, more generally, and an ability to communicate more effectively in professional contexts.
- **Increased Self-Awareness:** Many reflect on their internal development, recognizing limitations, setting goals, and making intentional choices.
- **Relational Leadership:** Relationship-building, mentorship, and collaboration are seen as key areas of growth.
- **Intentional Leadership Practices:** Respondents are becoming more strategic in how they lead. This looks like setting boundaries, focusing on values, and prioritizing impact.

These themes suggest that leadership growth is being experienced both **internally** (self-awareness, confidence) and **externally** (relationship and team dynamics, communication, mentorship).

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



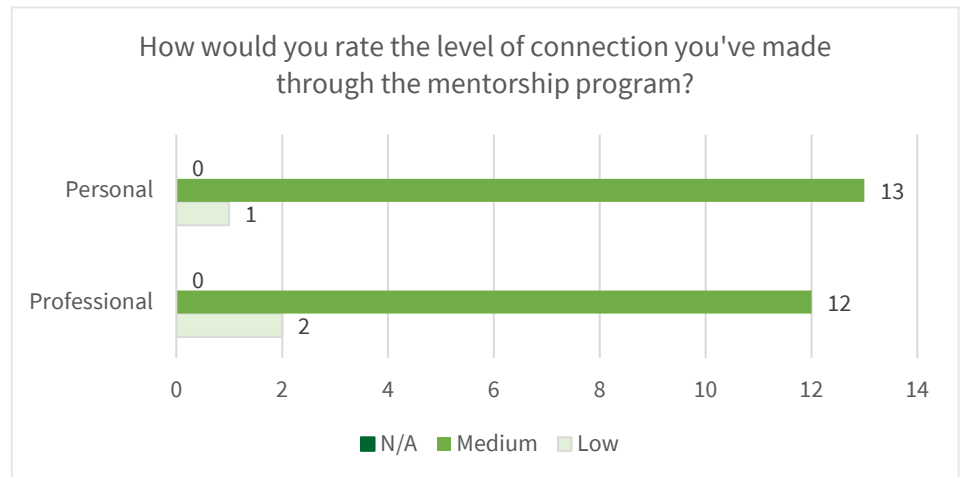
5. **Major themes identified in open-ended responses** (9/14 respondents)

- **Creating psychologically safe spaces** through inclusive facilitation.
- **Fostering meaningful social connections** across departments and roles.
- **Empowering staff** by sharing learning and project opportunities.
- **Expanding access** to resources, meetings, and professional networks.
- **Recognizing and accommodating different needs** whether related to scheduling, personality (introversion), or work environments.
- **Supporting equity in professional advancement** by helping participants access information and opportunities without relying on insider knowledge.

These insights suggest the program is not only supporting leadership development but also actively **removing barriers to access, participation, and connection**, which are core pillars of equity and inclusion.

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

86% of respondents rate their **personal and professional connections** as medium or high



7. **Major themes identified in open ended responses** (11/14 respondents)

- **Cross Department Collaboration:** Nearly all responses reflect value in forming relationships across departments. This strengthens citywide connections and expands opportunities for collaboration.
- **Enhanced Communication & Confidence:** Many participants report increased confidence in engaging with others and improved communication skills.
- **Broader Organizational Awareness & Perspective-Shifting:** Respondents appreciated learning about how other parts of the organization operate and how their own work fits into the larger city mission.
- **Personal & Professional Growth:** Some describe the connections as not just helping their work goals, but contributing to their holistic development as individuals and leaders.
- **Breaking Silos:** A few specifically highlight that the program revealed and helped them begin to bridge knowledge or relationship gaps between departments.

The mentorship program appears to support a **culture of interconnectedness**, where employees:

- Expand their **professional networks**
- Improve **interpersonal communication**
- Gain insight into **organizational dynamics**
- Feel more **empowered and confident**
- Start addressing structural barriers like **siloed communication**

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.