Notes: First Supervisor Network

May 19, 2022

Facilitator: Anne Nowak, Organizational Development Division Manager

Notes: Amy Deming, Leadership and Organizational Development Specialist

Introduction

Group Agreements

- Stay focused and present
- Take space, make space

Agenda: Co-creating Supervisor Network

- Discuss purpose and possibilities
- Survey and next steps

What is Supervisor Network?

We're starting this group in response to feedback from Supervisor Development Program. One of the things participants valued the most was the chance meet and connect with other supervisors. Though the cohort leads did their best to foster connections, most of the program was focused on training. Once the program ended, there was also no opportunity for supervisors to stay connected with each other.

Supervisor Network is envisioned as a space for supervisors, by supervisors. This isn't a course or a formal program where connecting is a side effect or bonus. Instead, this is a space that is intentionally focused on building community.

To get us started, we are using a Community of Practice Framework. The three elements of this framework are Purpose, People, and Practice.

Purpose

Everyone reflected on the following questions:

- Why did you come today? What drew you here?
- What are you wanting, needing, and hoping for in a "Supervisor Network"?
- What can we create together as supervisors that we cannot create alone?

They then discussed these questions in small groups before reporting out to the whole.

Key themes in this discussion were that supervisors need a space where they can network, connect, collaborate, support, and learn from each other.

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[Read the discussion summary notes](#).

People

Community Membership

There was a large group discussion of who Supervisor Network was for. Key points in that discussion were:

- There are people at the City of Madison who are not supervisors but are leading people or managing programs/projects or both.
- Limiting the community to supervisors would make the space feel more comfortable and safe for supervisors to share challenges or discuss difficult topics.
- The idea of a similar, parallel network for emerging or non-positional leaders was brought forward.

There was some consensus around limiting Supervisor Network to supervisors, with Amy Deming committing to follow up on the idea of a parallel emerging leaders network.

Hosting Team

Building a community is not a one-person job. No single person or agency can do it alone. Everyone who is part of Supervisor Network should feel a sense of ownership when they come. Otherwise, a disconnect can develop and grow between the group's purpose and the people.

We're looking for volunteers who are committed to this group to be part of the **hosting team** for Supervisor Network. To start, we are looking for folks who are interested in designing Supervisor Network and helping us engage with a wider group of supervisors. Hosting team members would:

- Plan Supervisor Network meetings/ gatherings
- Engaging supervisors outside of the group
- Help with hosting the gatherings
- Debrief after gatherings to make adjustments as needed

If you're interested in being part of the hosting team, contact OrganizationalDevelopment@cityofmadison.com.

Practice

Practice is what we do on a recurring basis to achieve our goals. This will be developing over the next few months. You may have noticed that there are no future sessions scheduled for Supervisor Network. That's because our future gatherings are up to you! Do you want to meet

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in person or online, or alternate between the two? What do you want the gatherings to feel like?

Everyone who attended the gathering filled out a survey to help plan the next few gatherings. Based on the survey results:

- Gatherings will be every other month and alternate between virtual and in-person
- In-person locations will rotate.
- Gatherings will be designed to maximize networking and discussion between supervisors.

Read the survey report.

Next steps

We'll follow up with the folks interested in the hosting team to schedule a planning meeting. We'll use the notes from today's meeting and the results of the survey in that planning.