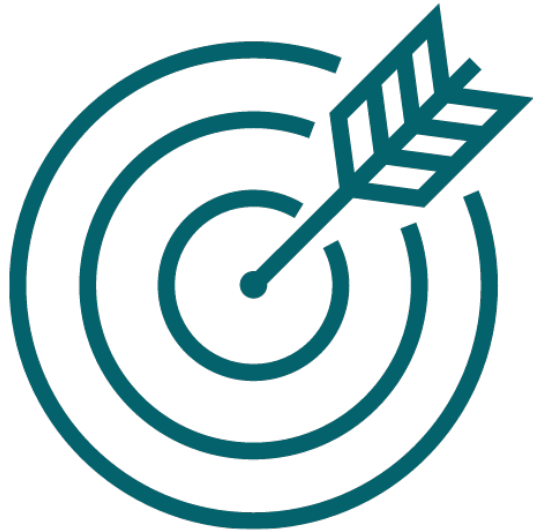




# The Supervisory Collective

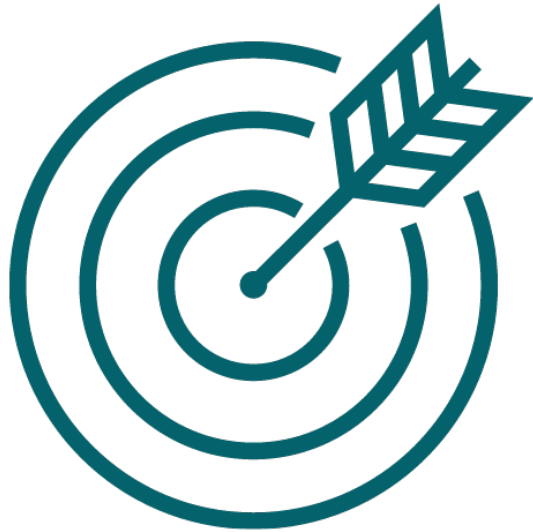
*"The Collective"*

# 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



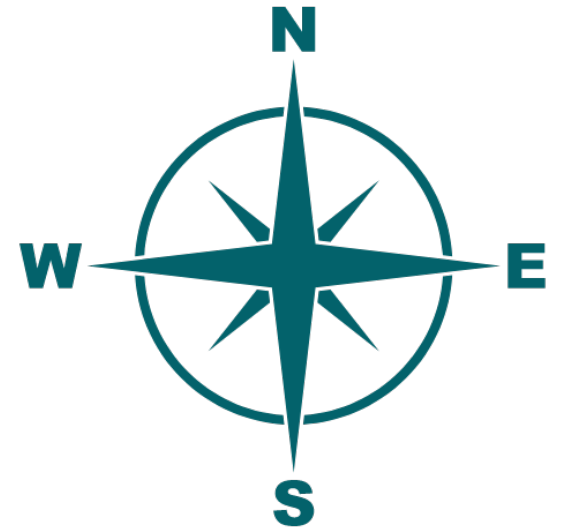
To provide a dedicated space for staff whom have supervisory responsibilities to connect, learn, and grow together in such a way that supports Our Vision of an Inclusive, Innovative and Thriving #TeamCity.

# Values



# 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)



**Caitlin Stokes, she/hers**  
**Streets**



**Rachel Darken, she/hers**  
**Fleet**



**Jessy Stammer, she/hers**  
**Metro**



**Kurt Rose, he/him**  
**Human Resources**

# The Collective's Manager, Jay Winston



**Leadership Development Specialist**  
**Human Resources**  
**she/hers**

# Agenda



**Conflict Resolution Scenarios**

**&**

**Facilitated Discussions**



# Scenario 1

Employee 1 is a seasoned member of your team with 5 years of tenure. A new hire, Employee 2, joined the team eight months ago. Prior to Employee 2 joining, Employee 1 used to handle both roles.

Both employees have similar job descriptions, and while their tasks are different, there's a significant overlap in responsibilities. They frequently find themselves stepping on each other's toes.

Both employees, on separate occasions, have come to you to express their frustrations as they struggle to define clear boundaries and responsibilities.

## Scenario 2

You (the Supervisor) are known for your empathetic and supportive leadership. Employee A, is currently experiencing significant life changes that have understandably impacted their performance at work.

Not only their individual tasks but also the overall team dynamics. Employee A has been with the organization for 8 years and was previously a top performer, but lately, their work has been inconsistent, and deadlines are frequently missed.

# Plot Twist

Employee A is feeling frustrated by their performance challenges and the *perceived* lack of understanding from colleagues.

Employee A contacts their union/association to express their concerns about the work environment and how their personal challenges have not been accommodated effectively, leading to increased stress and frustration.