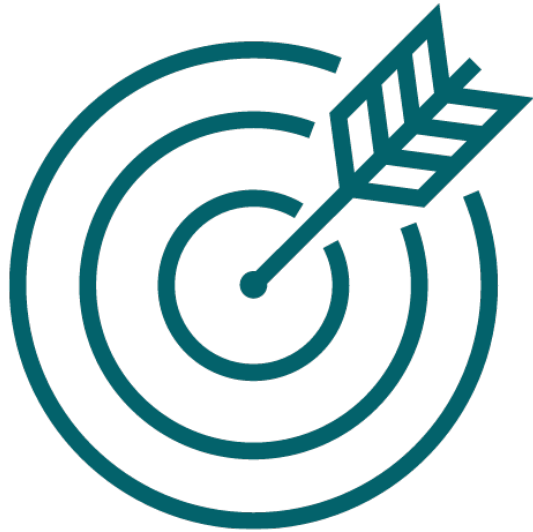




# The Supervisory Collective

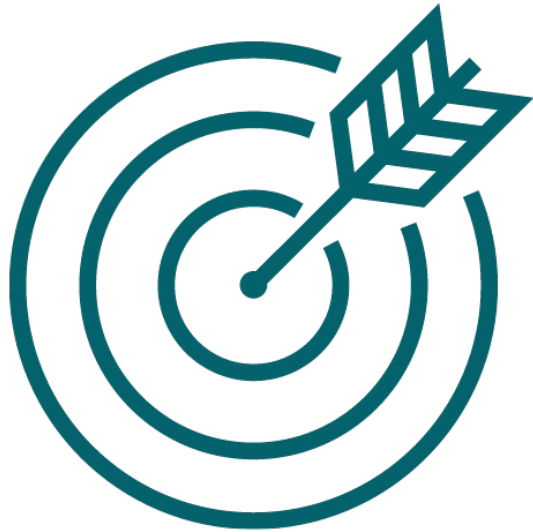
*"The Collective"*

# 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



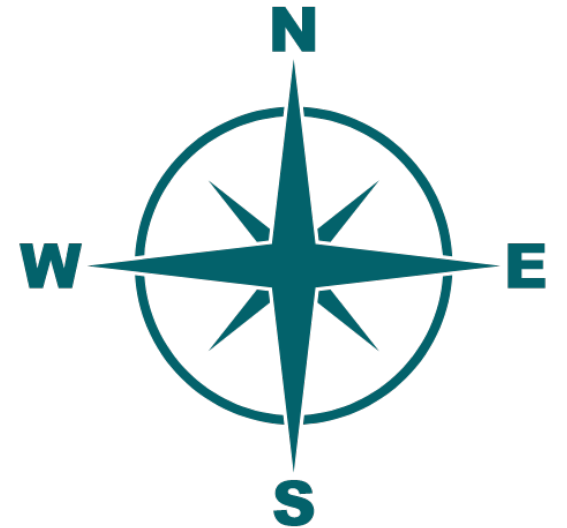
To provide a dedicated space for staff whom have supervisory responsibilities to connect, learn, and grow together in such a way that supports Our Vision of an Inclusive, Innovative and Thriving #TeamCity.

# 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)



**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



**Change Management Review**

**&**

**Facilitated Discussions**



# Change Happens at Many Levels

Individual Change

Team Change

Organizational Change



# 2025 Operating Budget Deficit

We want to know... what are YOU feeling?



What are your main concerns or anxieties as supervisors/managers considering the budget deficit?

We want to know... how can we support YOU?



In what ways can the organization better support supervisor and managers during this period of uncertainty?

We want to know...what are YOU hearing?



In what ways is uncertainty around budget impacts affecting morale within your teams?

We want to know...how are YOU supporting your team?



How do you plan to communicate with your teams about the budget situation, while maintaining morale and productivity?

We want to know...how are YOU supporting your team?



What strategies or channels do you think would be most effective in keeping both supervisors/managers and their teams informed and engaged??

We want to know...how are YOU supporting your team?



How do you plan to prioritize the well-being of yourself and your team members during this period of uncertainty and potential change?



We want to know...how are YOU supporting your team?



Are there any proactive steps or contingency plans you believe should be put in place to mitigate the impact of budget decisions on your team?