

# CITY OF MADISON

## The Supervisory Collective

### What is The Supervisory Collective?

**The Collective** is a social learning community for supervisors, managers, lead workers, department/division heads, and those who lead cross-functionally. This is **not** a course, instead it's a space for members to connect, share their experiences, build their expertise, support one another, and deepen their knowledge. We do this through inquiry, collaboration, and facilitated discussion.



### What is the purpose of The Supervisory Collective?

**The purpose of The Collective for its members**, is to cultivate and build meaningful relationships. This is done 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.



**The purpose of The Collective for the City of Madison**, is 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.

### What do we discuss in The Supervisory Collective?

Members of **The Collective** can share a wide range of topics including but not limited to:

1. Best practices and strategies
2. Tools and technologies
3. Pain points and barriers
4. Potential collaboration and partnership opportunities
5. Training programs and conferences
6. Ethical considerations and social issues that impact members and their work



### What values do we share in The Supervisory Collective?

The shared values of **The Collective** are authenticity, safety, trust, belonging, and community which are aligned with our organizational values of well-being, civic engagement, and shared prosperity.



### What are The Supervisory Collective's 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



## What are the benefits of joining The Supervisory Collective?

There are many personal and professional benefits to joining *The Collective*. Here are a few:

1. **Networking and Collaboration:** Joining *The Collective* allows you to connect with individuals who are leading teams throughout the organization. This networking platform encourages relationship building, advice sharing, and collaboration so you can expand your professional network and explore new opportunities.
2. **Problem Solving and Support:** *The Collective* can be an invaluable resources when facing challenges or seeking solutions. By sharing pain points and barriers with the Collective, you can tap into the collective knowledge and expertise of others.
3. **Personal and Peer Support:** *The Collective* fosters a sense of belonging and support. This support network can provide motivation, encouragement, and a space to share experiences, frustrations, and successes.
4. **Knowledge Sharing:** Members of *The Collective* can share their insights, knowledge, and experiences. By engaging in discussion with members in the Collective you can expand your knowledge, learn from others experiences, and gain new perspectives.
5. **Learning Opportunities:** Through engagement with members of *The Collective*, you can discover best practices, industry trends, and resources that can help sharpen your skills, improve your expertise, and allow you to stay up to date with latest developments.
6. **Professional Development:** *The Collective* can recommend workshops, training sessions, conferences and/or webinars that can contribute to your professional growth and skill development.
7. **Access to Resources:** *The Collective* provides access to a wide range of resources including but not limited to: research articles, books, case studies, tools, and templates. By leveraging these resources you can enhance your professional practice, access valuable materials, and save time!



## What leadership opportunities does The Supervisory Collective provide?

Members of *The Collective* are at liberty to join the Collective's Leadership Team (CLT).

This six (6) month term is a great opportunity for members to contribute to the development of *The Collective* and its members by organizing events, providing guidance that informs the continued development and strategy, as well as supporting outreach efforts.



Have questions or want to connect?

Reach out to Leadership Development Specialist, Jay Winston at [JWinston@cityofmadison.com](mailto:JWinston@cityofmadison.com) at any point!