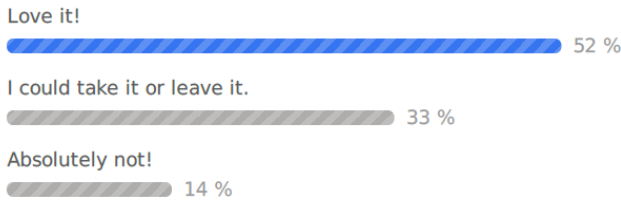




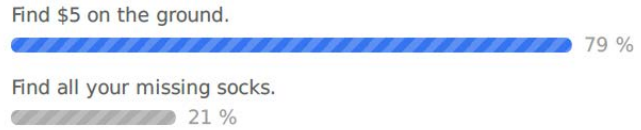
WES Kickoff Event

Slido feedback

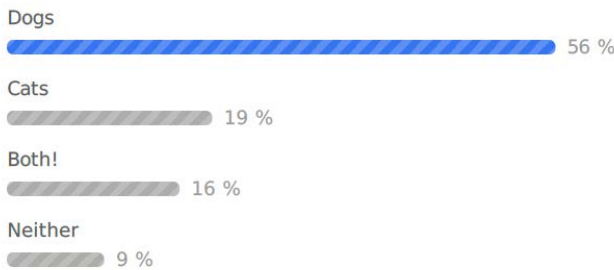
How do you feel about pineapple on pizza?



Would you rather:



Do you prefer:



In a word or two, what is the best part of working in ES?



Is there anything else you want your management team to consider before engaging with you in this work?

- A recognition that fairness doesn't mean sameness. We need to acknowledge differences between people.
- Career advancement includes promotion within ES, not just for the sake of leaving ES.
- We have too many meetings already
- team, respect, inclusiveness and no bias when engaging with different members of the team based on background or working style. Most importantly, a respectful attitude towards students.
- recognition for work completed
- Ensure workloads are equitable across the team. Some project teams are much heavier than others.
- Overall workload of team and current priorities. If there are too many new projects on the go quality of work gets watered down.
- Employees wellness in terms of workspace ergonomics
- How can we shape how we do our work, with respect to how we support each other / create safe spaces to share challenges and opportunities
- Fairness and balance with respect to workload
- What training will management/leadership take to be prepared and able to have these open, vulnerable conversations?
- Managing priorities without compromising operational areas
- Perhaps not every leader has the same skill set and ability.
- Evaluating unit efficiencies and considering work loads with respect to focusing efforts with a quality over quantity framework. Also setting clear standards for expectations on a unit level and personal level
- Understand work processes before making undeliverable promises.
- Lead by example
- fairness, consistency, recognition
- Equity, balance, and fairness with respect to workload across our team. Identify pressure points and work collectively to rectify these. Prioritize transparency increase both one-on-one and group communication.
- How we can innovate and how solutions can be found in non-traditional forms
- Recognition of the various connections maintained between units and how change in one must be recognized and accommodated by others to assure effectiveness.
- Ask me for my opinion. The choice to disagree.
- What are the measurable goals for me?
- If she/he is In my position