

# Virginia Executive Institute

## VEI Spring 2024 Leadership Challenge Topics

### 1. Developing Consistency for Conflict Resolution in the Workplace

The Office of Equal Employment and Dispute Resolution offers voluntary tools and programs to manage workplace conflicts. However, there is inconsistency in how agencies adopt and employ these resources, resulting in varying outcomes. Agencies differ in their use of mediators and tools for managing employee disputes, as well as in their application of rules and methods for mediating conflicts before initiating the formal Department of Human Resource Management (DHRM) Employee Dispute Resolution (EDR) process. Additionally, independent agencies are not compelled to adhere to DHRM standards. This Leadership Challenge aims to highlight effective and engaging tools and processes that can be applied at all agency levels, fostering a productive, consistent, and transparent dispute-resolution process across all agencies.

*Stacey Brown: DWR, Aubrey Chigwada: DHRM, Montwraice Cunningham: DVS, Richard Matthews: VITA, Kelli Spriggs: CSOSA, Keith Tisdell: DBHDS*

### 2. Living the Dream: The Struggle to Find an Affordable Home

For many in Virginia, the dream of finding safe and affordable housing to rent or purchase is an act in frustration due to reduced housing inventory. Individuals and families in low to moderate income ranges, which is the average state employee salary, are most significantly impacted. In an effort to stabilize the state employee workforce, we will present a simple approach to increasing awareness of available housing programs to reduce housing insecurity.

*Alexis Aplasca: DBHDS, Robert Arons: VDSS, Pam Stephenson: DGS, Albert Stokes: RPD, Zuhairah Tillinghast: SCC*

### 3. Feasible or Unreasonable? The Four-Day Work Week

VEI Group 3 will be presenting on the topic of the Four-Day Work Week. Our group will examine the relatively new concept of the Four Day week, its history, how it has been applied here in the US and abroad. We will examine the benefits and disadvantages to this concept using examples from companies and organizations that have adopted it. We will also present on the feasibility of the concept in state government. Could Virginia adopt it, and should it?

*Jeanine Black: VDSS, Aubrey Granderson: DCJS, Clay Mountcastle: DVS, Sarah Rogers: DHP, Steven Williams: DMV*

### 4. Virginia Flex: Transforming Virginia's Work Paradigm to Improve Organizational Culture and Performance Outcomes

Commonwealth of Virginia leaders have a unique opportunity to explore how our work culture can continue to evolve to attract, engage, and sustain a talented yet adapted workforce. This presentation will provide an overview of the current challenges, review expectations of the different generations, and explore national and international trends in addressing these issues. We will examine opportunities to meet these challenges and increase performance by making recommendations for how Virginia can move forward to embrace a new approach to work.

*Denise Hayes: VADOC, Kimberly Jones: VDSS, Kathryn Perszyk: DEQ, Michele Watson-Crone: DVS, Nancy Wilson: TAX*

### 5. Service Beyond the Desk: Embracing Volunteerism to Support our Communities and Improve our Personal Wellbeing

Virginia state employees receive 16 hours per year of leave for volunteer service. Much of this leave goes unused, eliminating the benefits volunteerism can provide to both our communities and our staffs. When state employees volunteer, they gain a closer bond to the communities they serve and gain valuable insight into the needs of the community which can help inform the service provided to those communities at the state government level. In addition, participating in volunteerism can enhance the wellbeing of the volunteer in a number of ways. We propose a low-effort, no-cost program which will provide state employees with the resources they need to overcome barriers to volunteerism to better support their participation.

*Seth Austin: VDH, Allison Lawrence: Virginia Senate Democratic Caucus, Amy Martin: DWR, Ty Parr: VDSS, Dominique Prophet: CSOSA*

