

Strength in Stability: Building Managerial Resilience



2020-2025

5 years of challenge and endurance.



We keep showing up.

We are all in, every day.



Past 5 Years' Priorities



**Compensation &
Benefits**



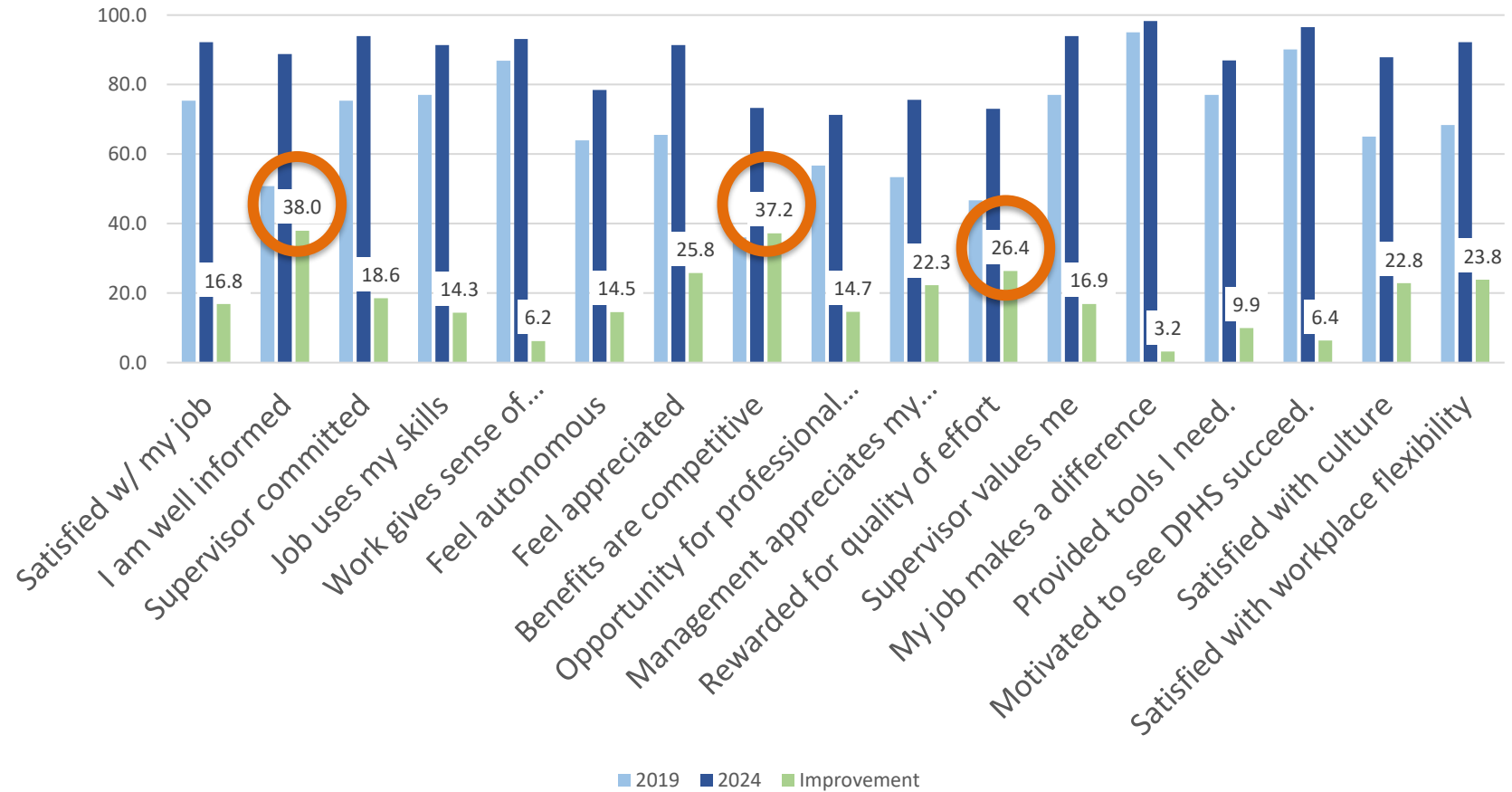
**Flexible Work &
Support**



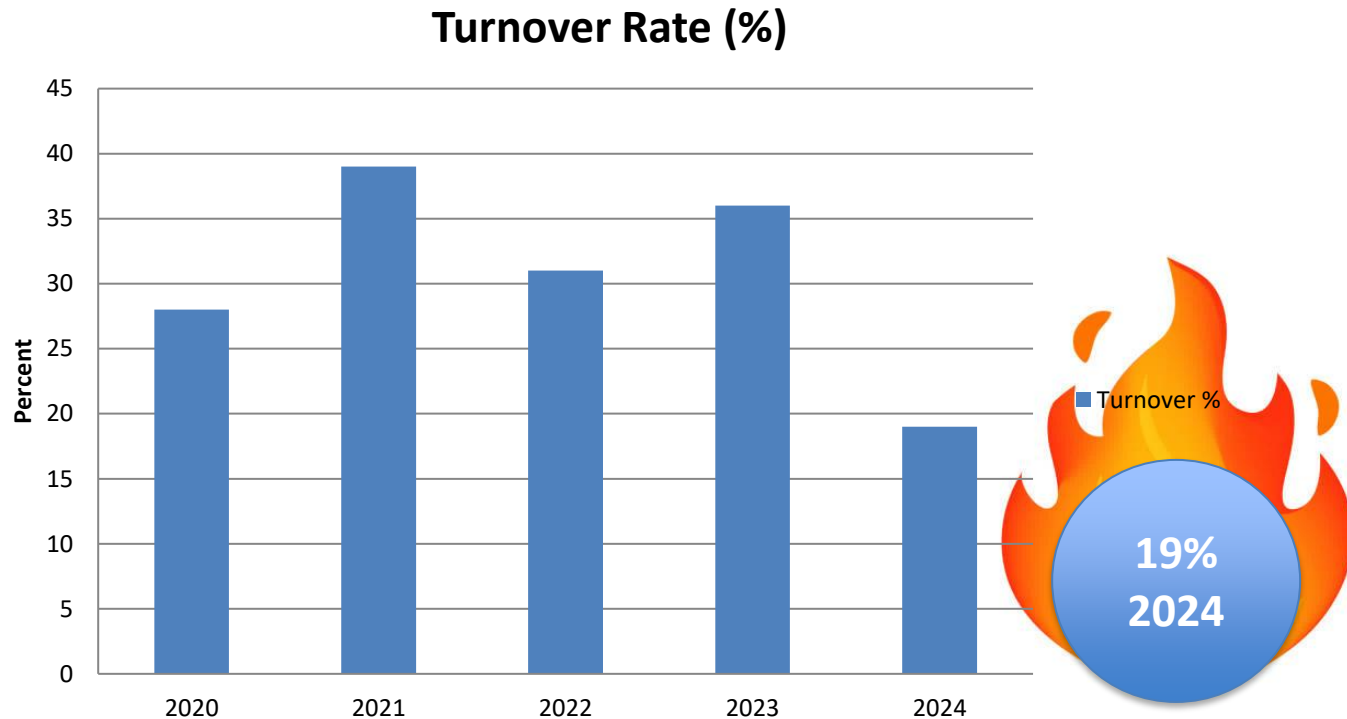
**Workplace Culture
& Wellness**

How we know it's working:

2019-2024



Kindness > Commitment > Initiative > Return



16% Trend for 2025

2025 Satisfaction Results

Feeling valued by supervisors.
2024 highest ever at 94%

↓ 8%

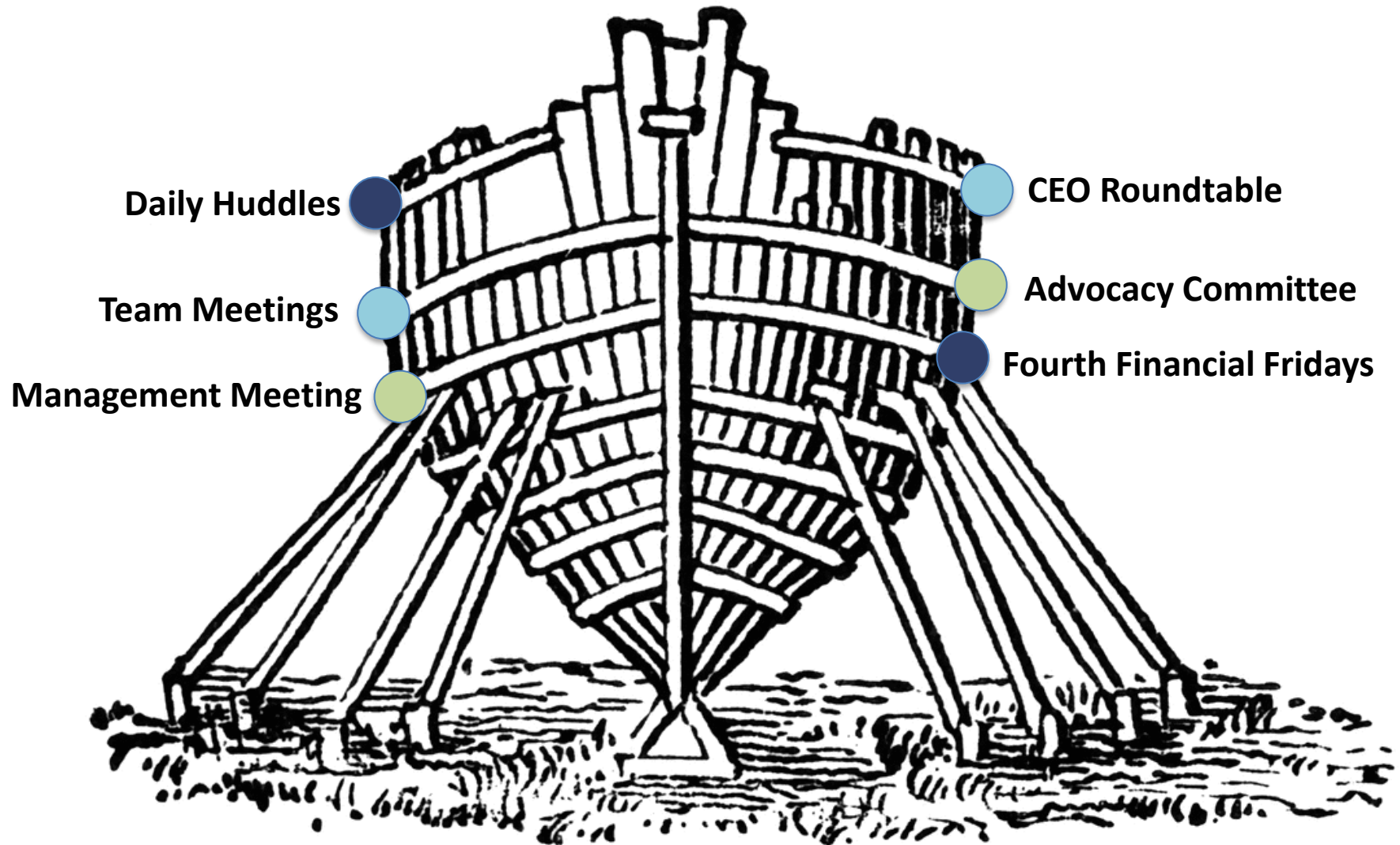
Compensation & Benefits as good/better than others. Consistently stable, this year at high cost.

75%

Participation increases year over year.
135 EEs participated, +5%LY.

+90%

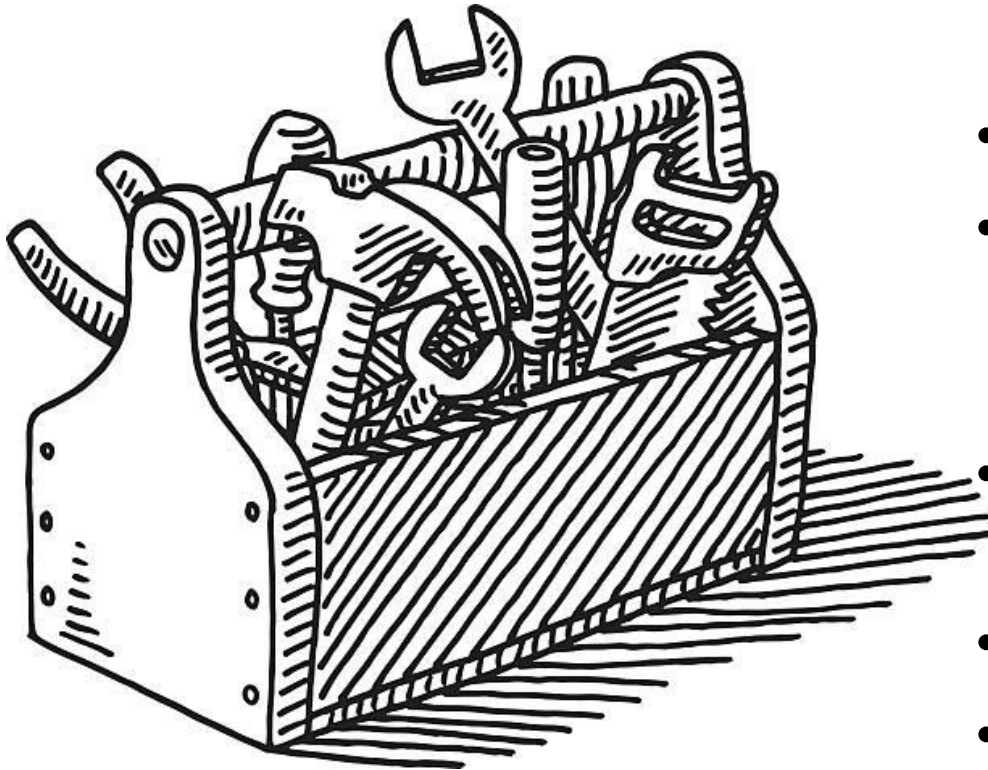
Leadership Communication & Engagement



Assessment Skills are Imperative



We're deepening the tool box.
Bigger challenges call for better tools.



Program Goals

- mission-aligned leaders
- dependability in action/response across service lines
- understand/improve department performance
- **drive strategic outcomes**
- cultivate partnerships

12

months

8

sessions

25

resources

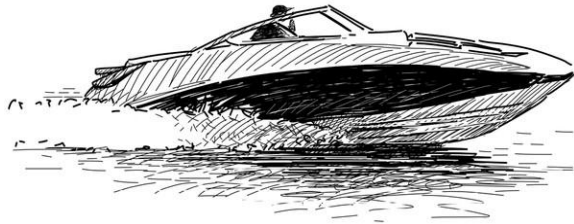
**\$7,500 Annual Investment =
\$300 per participant**



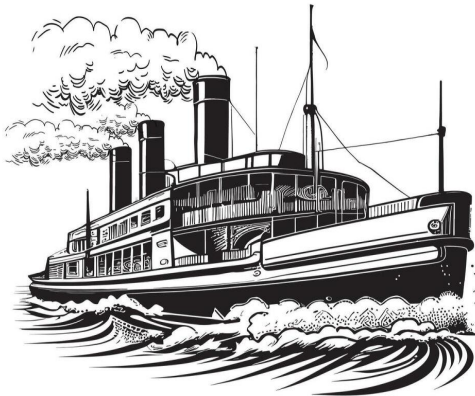
Crawl, Walk, Run: Seafaring Edition



Cycle 1: Managerial Skills
& DPHS Standards

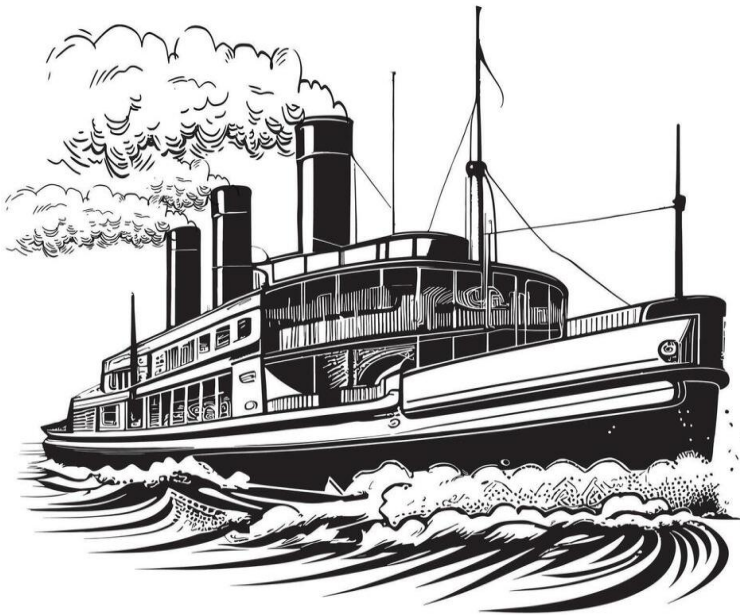


Cycle 2: Leading Teams
& Managing Business



Cycle 3: ... full steam

**Success requires alignment;
when we move together, we make real progress.**



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QUESTIONS?