

# Organizational Alignment Update

Madison Metropolitan  
Sewerage District

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# Organizational alignment principles

- Staff retention
- Alignment of business processes
- Increase clarity of roles, expectations, and decision making
- Create new succession planning vision and bench strength for growth

# Implementation phases

## Phase 1

Aligned leadership  
structure

## Phase 2

Re-evaluation and  
implementation  
of additional  
recommendations

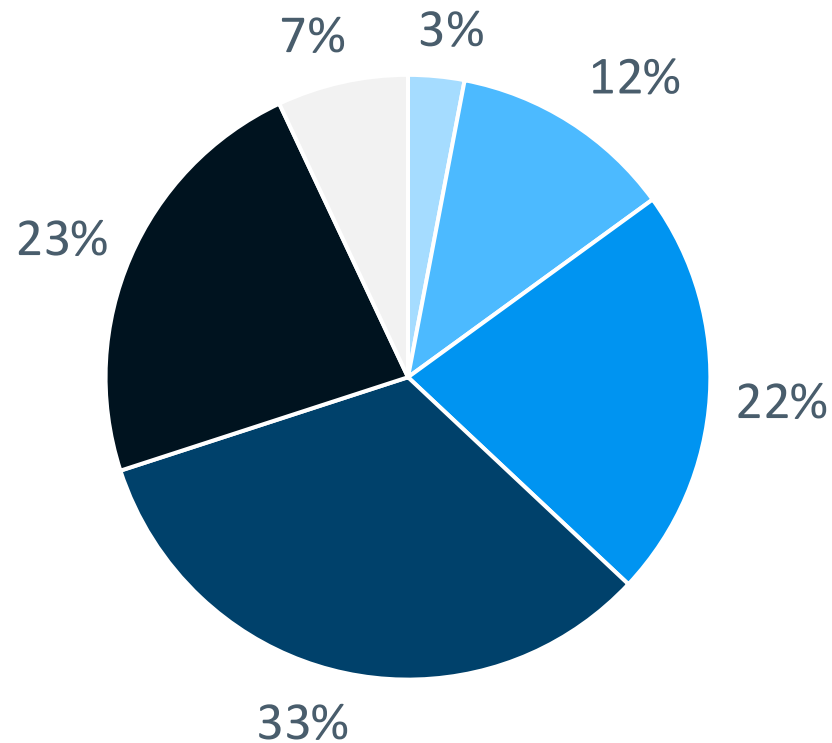
# Change management pulse survey

- Administered in August 2025 via email
- Six questions: 3 multiple-choice and 3 open-ended
- 60 respondents overall
- 38-43 responses for each open-ended question

# Awareness of reasons for change

"I understand the reasons for changing our structure."

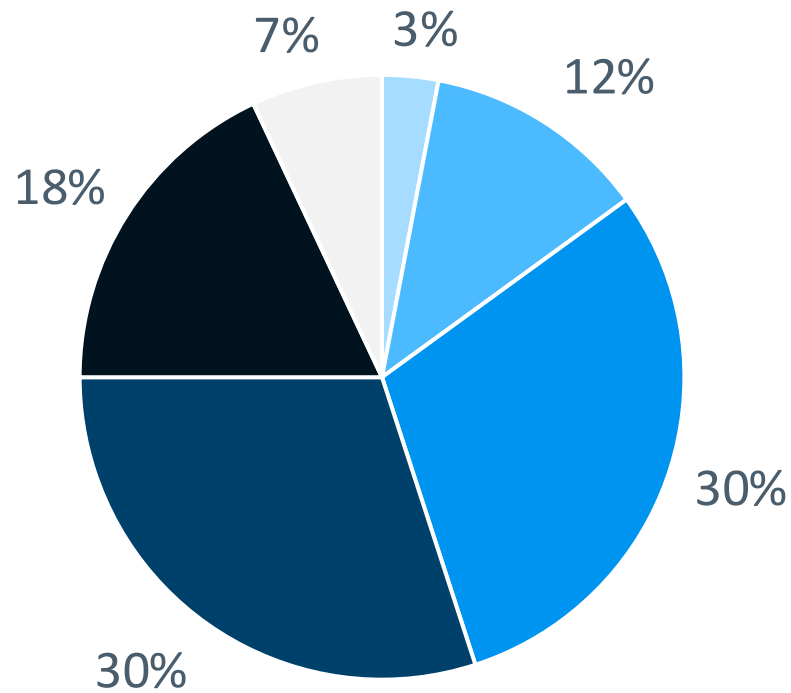
1- Strongly Disagree   2   3   4   5- Strongly Agree   Unsure/ Not applicable



# Desire for change

"I am optimistic about the benefits of a new organizational structure."

1- Strongly Disagree   2   3   4   5- Strongly Agree   Unsure/ Not applicable

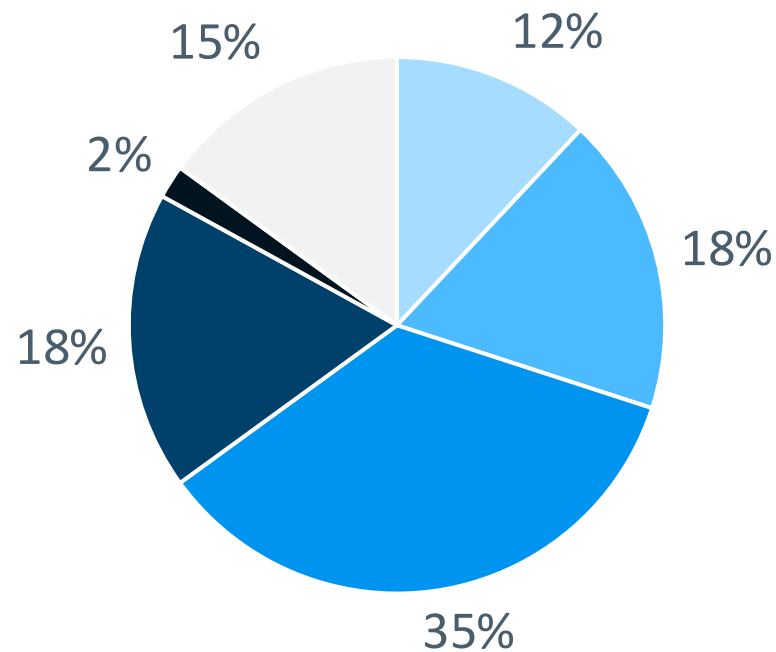




# Peer support for change

"My peers speak positively about the proposed changes to our structure."

1- Strongly Disagree   2   3   4   5- Strongly Agree   Unsure/ Not applicable



# Survey themes

## Questions and concerns

- Management structure
- Implementation
- Work group impacts
- Position scoring/ pay

## Perceived benefits

- Advancement opportunities
- Alignment & workflow
- Improved management



# Governance partnership for change management

## Commission role

- Strategic guidance
- Stewardship toward long-term success

## Management role

- Strategic recommendations & implementation
- Communication, updates, and feedback loop



# Next implementation steps

**2025**

Begin hiring process for  
Directors & Finance  
Manager

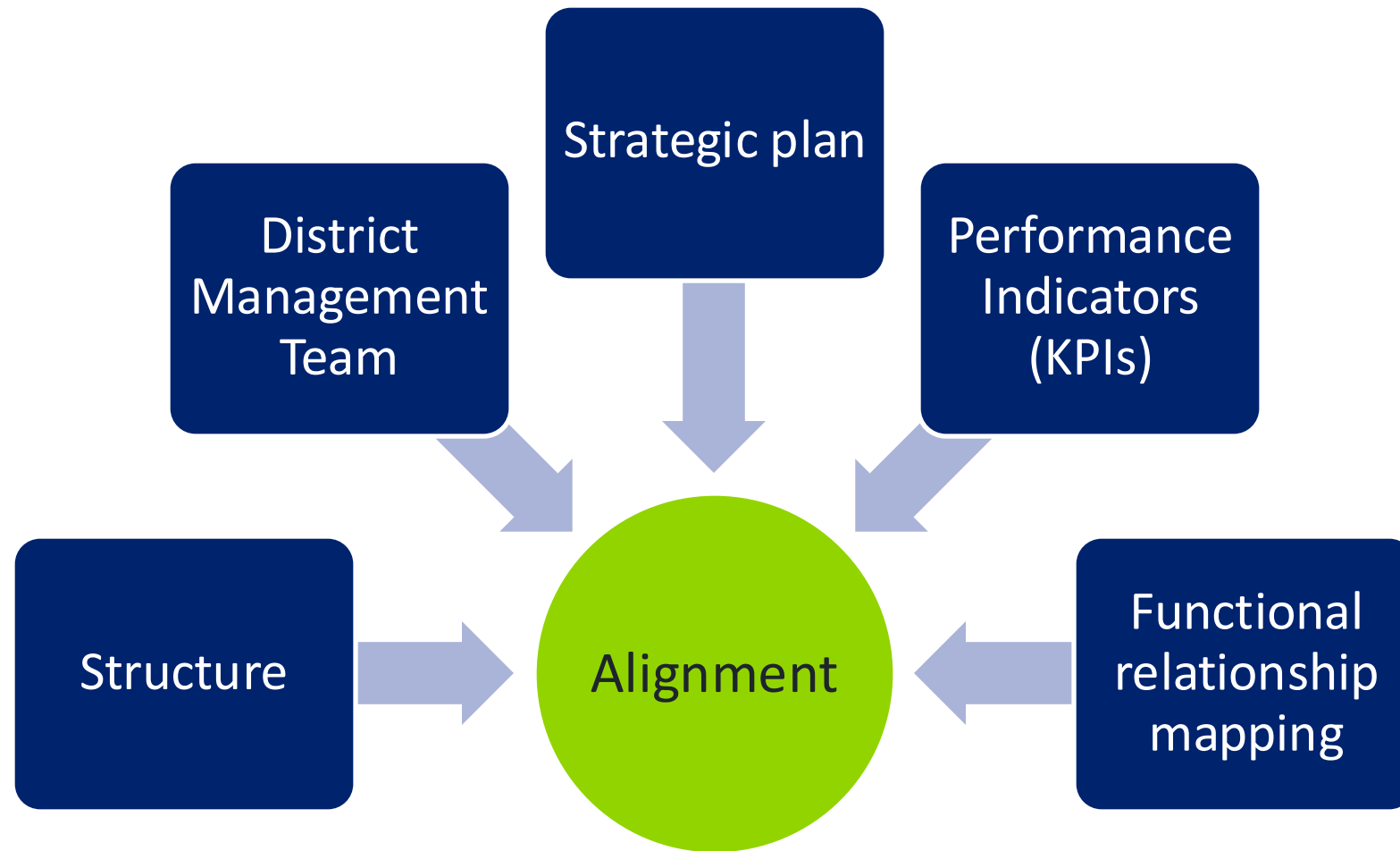
**Mid- 2026**

Department and  
workgroup moves

**Early 2026**

Begin hiring process to  
fill other manager roles

# Related alignment work



# Questions?