# **R2G Sessions Feedback**

Strategic Advice

* Many participants expressed a keen interest in receiving additional strategic advice regarding career engagement.
  + “*Specifics on how to engage with careers long term. Post Admin transitions.*”
* Numerous participants expressed a desire to gain further insights into navigating challenging situations.
  + “*Understanding how to navigate difficult situations with Congress, i.e., if an office sends a letter vehemently disagreeing with something the agency has done. Dealing with members from the opposite party of the administration*”
  + “*I think this was a great intro session about how to be proactive about engaging career staff and how to start off the working relationship. As mentioned above, I think a 2.0 follow-up would be helpful. I'd like to learn about navigating difficult conversations/pushback with career staff, especially mid-way into the appointment term. Now that I'm familiar with staff, their roles, and how the agency works, it would be good to learn more about managing the relationship and how to troubleshoot challenges that keep popping up a few months in.*”
* Participants have also conveyed a significant interest in obtaining strategic guidance regarding staff development opportunities.

Positive Feedback

* The majority of participants concurred that the sessions provided relevant information and were efficiently organized.
  + “*No suggestions, the instructors were organized, provided pertinent information, and welcomed and responded to questions*.”
  + “*I appreciated everything: hearing from former Chiefs, the slides including the charts, the supplemental documents, the dialogue between the trainers and Chiefs, everything.*”
  + “*The speakers were very knowledgeable and engaging. I could’ve stayed longer for the event. I appreciate having examples and helpful tips to consider as a tangible way of understanding the material.*”
  + “*Appreciate partnership for public service and PPO’s thoughtfulness in providing this session again. Grateful*.”
  + “*This session was really well facilitated and useful/actionable. It has been the most helpful session thus far. I would love to have more of the slides from the presentation to refer back to*.”
  + “*I’m new to the Executive Branch so this was helpful in orienting myself in the constellation of agencies*.”
  + “This really helped! I only wish I could have taken this training before I started the job.”

Negative Feedback

* Several participants expressed that the timing of the sessions could be improved. They suggested that having these sessions earlier in their careers would have been significantly more valuable.
  + “*Can’t think of anything other than having had this opportunity when I was first appointed if not for Covid*.”
  + “*This really helped! I only wish I could have taken this training before I started the job*.”
  + “*I think this course should be given much earlier it's very beneficial and helpful*.”
* A participant expressed a desire for more inclusive leaders.

Administrative Considerations

* Participants emphasized the importance of receiving session materials for reference either before or after the sessions, with a preference for having them beforehand.
  + “*If the materials had been sent ahead of time. Loved that there was some great dialogue answering questions!”*
* Participants also highlighted the importance of sharing information about all attendees, including their contact details, to enhance networking opportunities.
  + “*A list of all the attendees, their roles, and agencies in addition to the speakers*.”
* Other concerns raised by participants include enabled chat functionality, expanded virtual platforms (such as Zoom), receiving meeting invitations in advance, adherence to stricter timelines, and a request for more in-person sessions.

Session Structure

* Most participants expressed interest in incorporating more colleague collaboration activities during sessions.
  + “*It would have been helpful to have worked through a problem together or to have more audience engagement.*”
* Many participants highlighted the need for additional time to thoroughly cover session contents and enhance engagement.
  + “*Maybe make it two hours. There was so much to cover and learn!*”
  + “*More time! This was a great session and very informative*.”
  + “*More time for networking and chatting with colleagues and including career colleagues in the discussion*.”

Topics to Consider for Future Sessions

* Several participants expressed interest in inviting more experienced guests to broaden participation in the Q&A sessions.
  + “*Inviting other Chiefs to answer the questions and share best practices, in addition to the panelists*.”
* Participants also expressed interest in gaining further insights into the “next steps.”
* Additional areas of interest encompassed insights into hiring processes, breakdowns of resume evaluations, and training sessions for special assistants.

Requests

* Many participants expressed a desire for more real-world examples and role-playing scenarios during sessions.
  + “*More real-world examples - perhaps a case study approach focusing on experiences the speakers have had or strategies that have been most effective. The information reviewed was extremely helpful, but a bit general. It would be great to get more tips on a tactical level*.”

Suggestions

* Participants suggested that organizing follow-up sessions and check-ins would be highly beneficial.
  + “*A follow-up session about information flow, decision process, and operations best practices would be really helpful*.”
* Participants also mentioned that scheduling alternative dates for the sessions would be helpful.