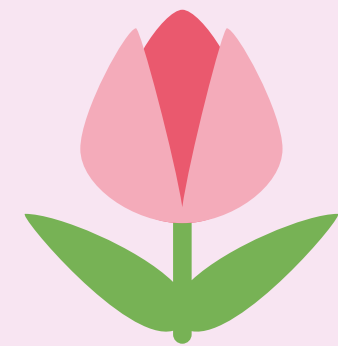
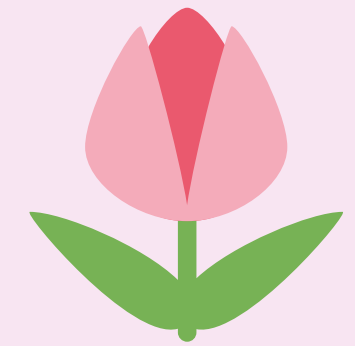


# WATCHING IT BURN



# TOGETHER




Jennifer  
Chamberlain

LSLS  
June 5, 2026



Andi  
Coffin

# **SOMETHING TO THINK ABOUT**



What makes you feel  
valued in your job?

**WE'LL TALK MORE  
ABOUT THIS LATER**



# **STAFF DEVELOPMENT GROUP**

**WHO WE ARE, ORIGIN  
STORY, AND PURPOSE**

**HOW WE WORK AND  
WHAT WE DO**

**BENEFITS OF THE STAFF  
DEVELOPMENT MODEL**

**WHAT WE'VE LEARNED**

**TIPS FOR IMPLEMENTATION**



# A BRIEF OVERVIEW



## Who We Are

Current composition:  
Three staff members

Jennifer Chamberlain

Melody Clark

Andi Coffin

## Our Origin

Born as a response to  
growth of our  
organization

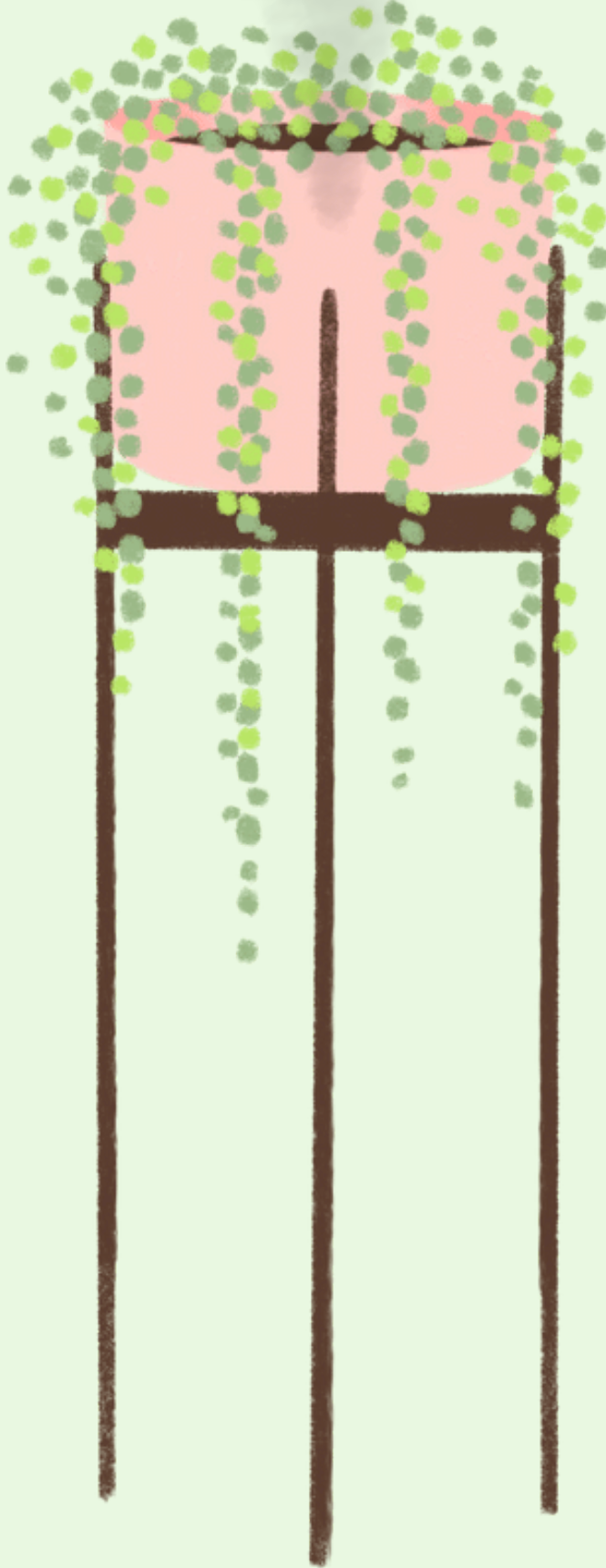
Answered a need for  
additional staff  
support

## Our Purpose

Work one-on-one with  
staff to identify and  
resolve work  
challenges together

Not a supervisory or  
disciplinary role

# HOW WE WORK



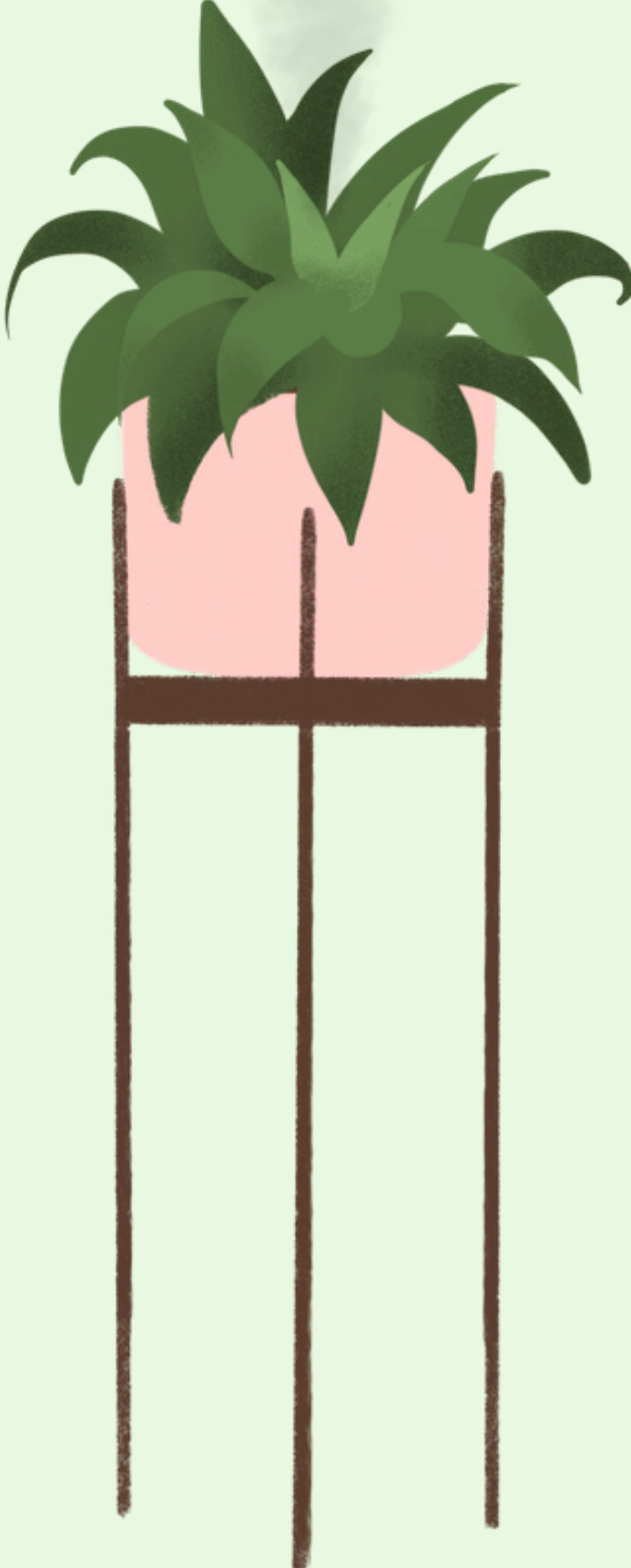
Project Team



One-on-One Meetings



Group Approach with Staff



# WHAT WE DO



how we work with staff to turn  
☀️ ideas into action ☀️

# ORGANIZATIONAL RESPONSIBILITIES



Employee Handbook



Benefits reviews



Field Guide

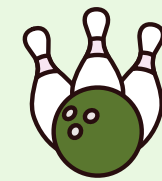


Retreat





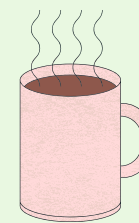
# TEAM BUILDING & FUN!



Pre-retreat activities



Holiday parties



Coffee breaks



Get-togethers at in person events

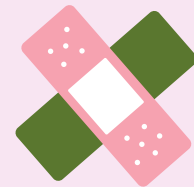
# FACILITATE STAFF CARING FOR STAFF



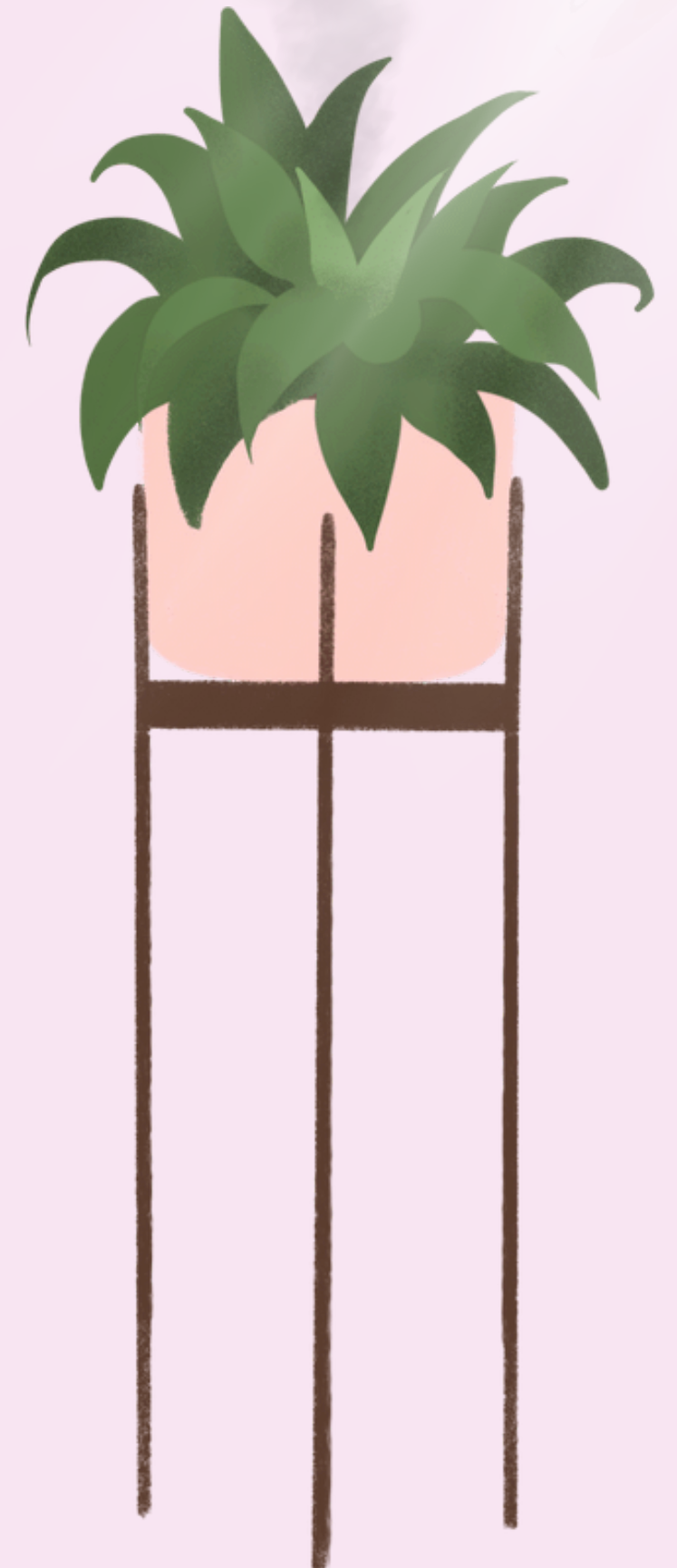
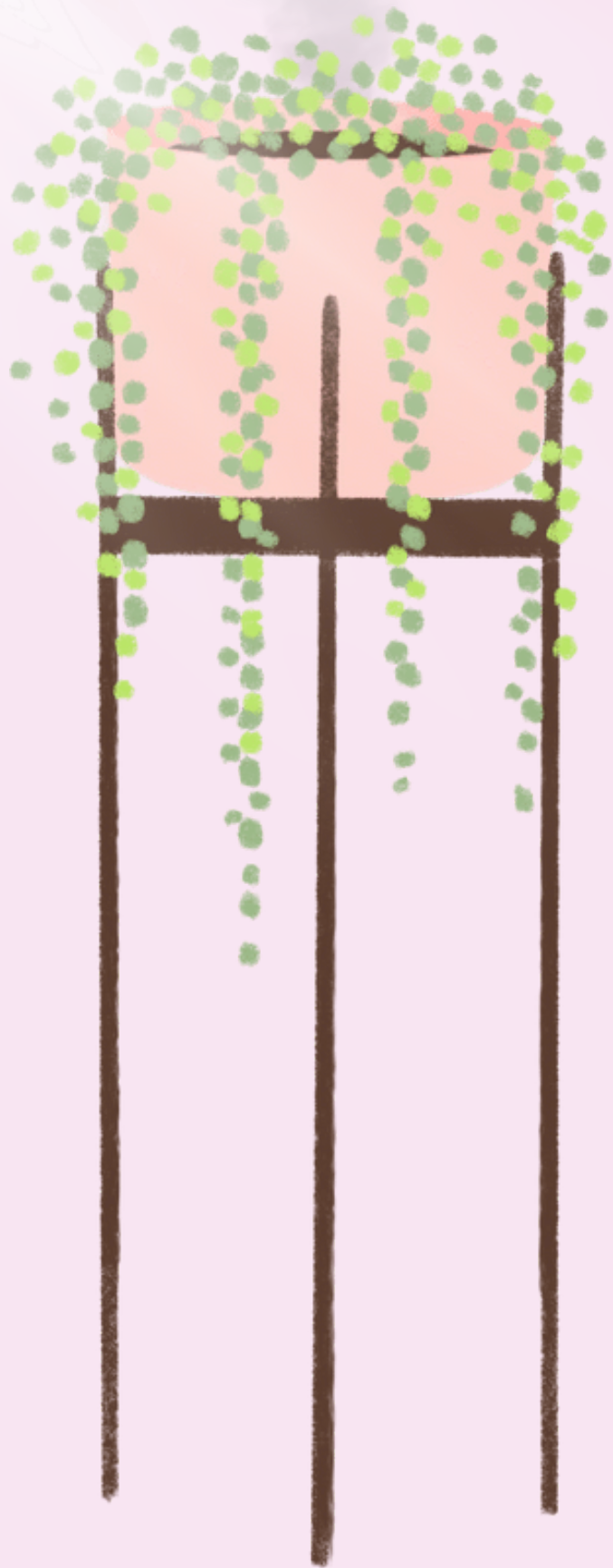
Share experiences & advice



Sunshine Fund



Shared Health-Related PTO Bank





# TRYING NEW THINGS



Reduced hour work week



Peripheral benefits



VTO / Pro Bono



PD4U



Spring Cleaning Day



WiLS Employee Value Proposition

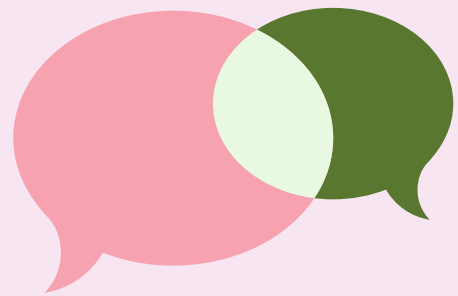
# WILS VALUE PROPOSITION



- Provides a more comprehensive view on why someone might want to work at WiLS
- Outlines the non-traditional organizational perks
- Captures the essence of our staff culture

[See the WiLS Value Proposition](#)

# SUPPORT FOR SHARED CHALLENGES




Facilitate staff  
conversations



Research on  
timely topics



# NOW IT'S YOUR TURN!



What makes you feel  
valued in your job?

# BENEFITS OF THIS MODEL

- Supports and extends capacity of director
- Brings staff needs to the forefront
- Personalized attention to individual needs
- Creates opportunities for rewarding work and thought-partnership
- Holistic approach to issues affecting staff
- Fosters innovation & a culture of wellbeing by carving out space
- Makes WiLS an enjoyable place to work!



# THINGS WE'VE LEARNED



- Not a one-size-fits-all approach
- Meaningful communications
- Prioritizing wellbeing and learning –  
#PD4U, #Treatyourself, #watercooler
- Regular assessment & continuous  
improvement
- Staff thrive under this model
- **Plan for how the group might change**

# From the WiLS Staff

“Having such a thoughtful, dedicated team that can see themes and commonalities across staff after discussions and can take that and create opportunities... is one of the many things that **makes WiLS such a great place to work.**”

“I appreciate all that you do for us as a staff. It is the **little things that mean the most.** Thank you!”



“I like knowing that we have **a team looking out for the best interests** of all staff members.”

“I **appreciate the time to focus on how I can improve my work** and time to talk about things I am struggling with. It gives me permission **to vocalize places where I need help.**”



## TIPS FOR IMPLEMENTATION



Members will need allocated time



Create simplicity without bureaucracy



Foster a spirit of innovation



Foster peer to peer relationships



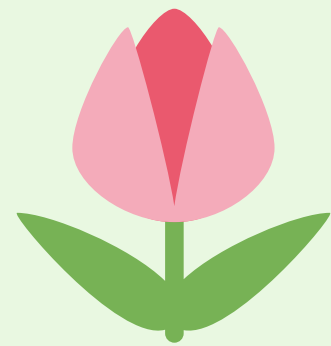
Give it time!





**QUESTIONS?  
COMMENTS?  
IDEAS?**





**THANK YOU!**



Want to know more about how WiLS Staff Development works?  
Reach out!

**Jennifer Chamberlain**

[jennifer@wils.org](mailto:jennifer@wils.org)

**Andi Coffin**

[acoffin@wils.org](mailto:acoffin@wils.org)

fin.

