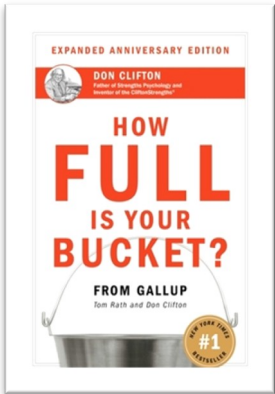




## THE LEADERSHIP INITIATIVE

### SPRING LEADERSHIP BOOK CLUB COMING IN MAY



The Leadership Initiative is launching a Spring Leadership Book Club designed to support continued focus on key themes identified in the 2025 Employee Engagement Survey. The goal of this book club is not only to explore the ideas in the book, but also to continue building a culture of gratitude, encouragement, and engagement throughout our County. The book club provides an opportunity for employees to contribute to a positive and connected workplace culture.

The selected book explores how daily interactions can positively influence employee morale, teamwork, and overall engagement, aligning closely with the County's organizational development goals.

The Book Club is structured as a self-paced reading experience, with participants completing one chapter per week. To support engagement and reflection, participants will receive weekly communications featuring key insights, quotes, and prompts related to the reading material along with an in-person opportunity for group reflection at the conclusion of the book club.

### CELEBRATING GRATITUDE ACROSS THE COUNTY

During the month of April, the Employee Engagement & Retention Team launched a County-wide Gratitude Month campaign in response to themes from the 2025 Employee Engagement Survey, including recognition, communication, and connection across departments. The campaign aimed to create space for appreciation and encourage employees to recognize one another in meaningful ways.

Departments were invited to celebrate colleagues through simple, peer-to-peer activities supported by Gratitude Packets and resources provided by the Team. Suggested actions included posting notes on Gratitude Walls, leaving personal "thank you" notes, using the Gratitude Calendar, and sharing recognition through the Praise feature in Microsoft Teams. Employees were also encouraged to utilize resources from the Employee Recognition Program.

*Leadership at all levels - Leadership with heart*

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[www.mendocinocounty.gov/leadershipinitiative](http://www.mendocinocounty.gov/leadershipinitiative)

