

Dear Aitkin County Employees,

I hope this message finds you well. Today, I am writing with some exciting news about our organization's future - a future that each of you plays a crucial part in shaping.

As you are aware, our organization, much like the rest of the world, has navigated some challenging times recently. The global pandemic, changes in work-life arrangements, the remodeling of our main office, and difficult negotiations are just a few examples of the hurdles we've navigated together.

It's times like these that test us, highlight our resilience, and pave the way for transformation. Today, I write to you with optimism and hope. Drawing from the lessons we've learned, we now have an opportunity not just to restore our organization's vibrancy but to build a more agile, resilient entity that can face future challenges with confidence, skill, and cooperation.

We have recently partnered with an Organization Development consultant who will help us enhance our well-being, engagement, and innovation capacities. This isn't about changing who we are; instead, it's about focusing on what we do best and streamlining our processes to give us more time for those activities we excel at. By focusing on our strengths, we can create an environment that supports superior strategic performance and a healthier organizational culture.

To be clear: this transformation effort *is not* about an external consultant or the leadership team imposing changes upon us. It's about us, each member of our organization, working together to shape the organization we want.

Over the next 18 months, we will embark on this journey together. Our consultant will host seven workshops aimed at teaching us new skills and practices to embed this transformation into our day-to-day routines. A selected group of employees will attend these workshops first and then share these new practices with the rest of the organization. But don't worry - we'll also make videos of these tools available online, ensuring everyone has access to this valuable information.

This journey begins with your stories. We want to hear about times when you've seen our core values shine through exemplary behavior. Share your stories of organizational excellence and teamwork - these accounts will form the bedrock of our transformation.

Another exciting part of our kickoff is the upcoming Revitalization Summit. Scheduled for July, this two-hour event will delve deeper into our transformation process. At the Summit, we'll share emerging themes and introduce a tool to help you overcome any hurdles you're facing at work.

We need your active participation in these initiatives. Firstly, please sign up to attend the Revitalization Summit on the intranet homepage. Prior to attending, we ask that you share a

story of excellence you've observed or been a part of in our organization. Also, check out the Revitalization website located on the intranet. It's packed with informative videos about our transformation process and a regularly updated podcast to keep us all connected and informed.

Remember, the success of this endeavor largely depends on you. Your involvement and input will directly contribute to our upcoming strategic plan and, just as importantly, to a healthy organizational culture. Our organization is its people, and who better to shape its future than the people who know it best - you.

Let's make our future brighter together. We can't wait to hear your stories and see you at the Revitalization Summit. Thank you for your continued dedication to our organization.

Sincerely,

Jessica Seibert