

# **AI REVOLUTION & PARTNERSHIP WITH PUBLIC SECTOR LABOR RELATIONS**

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# Disclaimer and Acknowledgment

**This presentation explores the complexities, challenges, and possibilities of generative AI. It is for informational purposes only and should not be considered legal, policy, or compliance advice. Every individual is responsible for ensuring their use of AI aligns with their organization's policies, regulations, and applicable laws.**

**Generative AI assisted in creating parts of this presentation, but every piece of content was carefully reviewed, refined, and shaped through my active involvement. The insights shared here reflect my perspectives and intent—not just what AI generated.**



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Patrick Glynn brings nearly 30 years of public sector experience, including two decades as a County HR Director, where he led strategic human resources and labor relations efforts for local government organizations. His leadership spanned everything from modernizing personnel policies and compensation systems to navigating union negotiations and building healthier organizational cultures.

After his public sector service, Patrick moved into consulting, where he led statewide and regional projects supporting public employers with workforce strategy, compensation design, policy development, and leadership transitions. This blend of hands-on operational knowledge and high-level consulting experience shaped his ability to bridge the gap between strategic vision and practical implementation.

As the founder of BoldPath Consulting, Patrick now partners with local governments to solve complex workforce, governance, and operational challenges. Whether it's tackling recruitment and retention issues, facilitating performance reviews, or introducing teams to AI-powered tools like ChatGPT, Patrick offers customized solutions rooted in both data and human-centered insight.

At the core of his approach is a deep commitment to partnership and clarity. He works alongside clients—not just for them—to co-create strategies that align with their mission, workforce, and community values. BoldPath's mission is to help local governments lead with confidence, make informed decisions, and create sustainable impact through thoughtful, actionable consulting.



**Generative AI today is like the internet circa 1996. It was impressive relative to what existed beforehand, but it's nothing compared to what would happen 15, 20 years later with future innovations.**

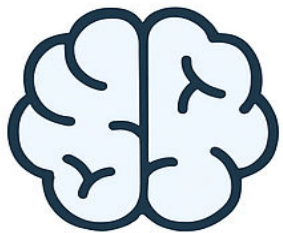
■ *John Villasenor, Co-Director of UCLA Institute for Technology, Law, and Policy*

# Several Different (But Similar) Models



# What Is Generative AI?

An intelligent tool that helps you work faster and smarter.



**It mimics human conversation.**

Generative AI is a program that creates text responses by analyzing patterns in large datasets.



**It helps with repetitive tasks.**

Summarizing text, organizing info, and drafting documents are where it shines.



**You provide the context.**

AI supports your thinking – it doesn't replace it.



**It uses machine learning, not magic.**

It recognizes language

# What Generative AI is **NOT**



## **NOT INFALLIBLE**

Can make mistakes, requires review and updates



## **NOT A DECISION-MAKER**

Requires human oversight for ethical or legal choices



## **NOT OMNISCIENT**

Only knows what it was trained on, up to a cutoff



## **NOT FREE FROM BIAS**

May reflect historical or systemic inequities in the data



## **NOT A SUBSTITUTE FOR HUMAN JUDGMENT**

Lacks emotional intelligence and ethical reasoning



## **NOT LEGALLY RESPONSIBLE**

Responsibility remains with the user or agency

# Who Should Use Generative AI? (And When)

Access to AI requires skill, oversight, and accountability.



## **Access Is Earned, Not Assumed**

Require training  
and readiness  
before granting  
AI access.



## **Competency Comes First**

Users must show  
critical thinking,  
grammar, and  
task skills.



## **Misuse Has Consequences**

Inaccurate or  
unsupervised use  
can pose ethical  
and legal risks.

*AI is powerful—use it wisely, not automatically.*

# Who Deserves the Credit?

## AI and Human Authorship

Acknowledge AI's support. Own your voice. Balance both with intention.

### AI's Role in Content Creation

Speed & Structure



Use AI for speed and structure.  
Acknowledge major contributions.

### Human Touch Finalizes Authorship

Personal Voice



Human input shapes meaning and earns authorship.

### Attribution Guidelines

Transparency



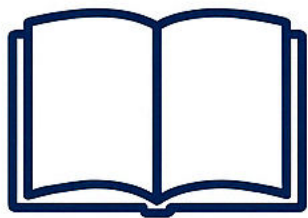
Credit AI in public or high-impact work

AI can draft, but only you can define the message.

# How Much Can AI Remember?

Visualizing the size of context windows in tokens

**8,000**  
tokens



About 1  
**short story**

**32,000**  
tokens



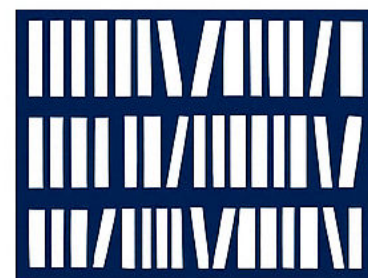
About  
**small book**

**128,000**  
tokens



About 1.5  
**books**

**1,000,000**  
tokens



About 12–  
**15 books**

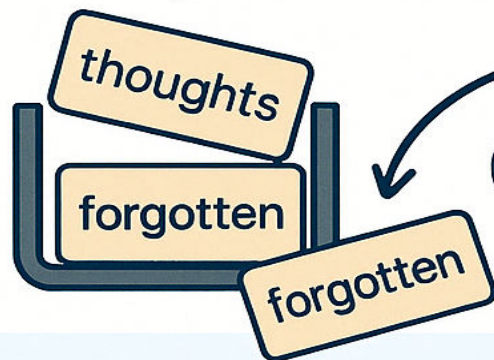
# Understanding the Context Window

What ChatGPT remembers—and what it forgets

## Old Context (Forgotten)

**FORGOTTEN**

Older inputs and responses fall outside the window and are no longer remembered



## Context Window (Active)

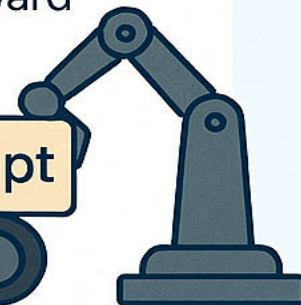
**ACTIVE**

The model sees a limited stretch of recent text—this shapes how it responds



## New Input (Prompt)

Your most recent input is added at end and shifts the window forward

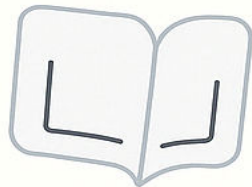


# ChatGPT Models

Model	Description	Input Context Window	Output Context Window
<b>GPT-4o</b>	Best for tasks involving multiple input types—text, images, or audio—such as describing visuals, translating speech, or interacting via voice. It delivers fast, cost-efficient performance and excels in real-time, multilingual use. For most users, it's a powerful all-purpose model with added multimodal depth.	128,000	16,400 *
<b>GPT-4.1</b>	A top choice for structured tasks, this model is optimized for code generation, technical documentation, and precise instruction following. It reliably handles complex prompts and is well-suited for professionals needing high accuracy in logic and formatting.	1,000,000	32,768
<b>GPT-4.1 mini</b>	A faster, lighter version of GPT-4.1, this model is ideal for everyday use—summarizing, drafting, automating tasks—without needing full-scale reasoning. It's efficient and responsive, while still maintaining strong performance in general workflows.	1,000,000	32,768
<b>GPT-4.5</b>	Designed for expressive, human-like output, this model excels in content creation, strategic ideation, and emotionally intelligent conversation. It's favored by users who prioritize creativity and nuanced dialogue over raw logic speed.	128,000	16,400
<b>o3</b>	This model is built for structured reasoning and problem-solving in technical domains. It's fast, reliable with constraints and logic, and excels in tasks like data interpretation, process modeling, or decision analysis.	200,000	100,000
<b>o3-mini</b>	This streamlined version of o3 offers solid reasoning with minimal latency, making it perfect for mobile interfaces, quick computations, or embedded AI experiences where speed and size matter.	200,000	100,000
<b>o4-mini</b>	This model combines text and image understanding with step-by-step reasoning. It's ideal for interpreting visual content (e.g., diagrams, whiteboards) or solving applied problems that benefit from both text and visual context.	200,000	100,000

# Memory

I have a dog named Luna. She's a golden retriever who loves playing fetch.



Got it! I'll remember that Luna is your golden retriever pal.



**Information recalled between chats**

# New(ish) Features

# Create an Infographic

Create a professional, visually clean infographic that summarizes the grievance process described in the attached “ARTICLE IV – GRIEVANCE PROCEDURE (Arlandria County)” document.

- **Extract & Summarize**

- Identify each distinct stage of the grievance process—beginning with informal resolution (if applicable) and including all formal steps (e.g., Step 1 through Step 5).
- For each stage, provide a clear, concise summary.

- **Use Plain Language**

- Do not use verbatim contract language. Paraphrase each step for clarity and brevity while maintaining procedural accuracy. The tone should be neutral and professional.

- **Keep It Focused**

- Only include procedural rules or provisions beyond the steps (e.g., time limit enforcement, bypass, arbitration scope) if they are essential to understanding or executing the step-by-step process. Omit or minimize any content that does not directly affect process flow. Again, focus on brevity while ensuring accuracy.

- **Visual Hierarchy**

- Display each step as a distinct, clearly labeled visual unit in sequential order. Use a clean layout, clear typography, and restrained design appropriate for an HR/labor relations audience.

# AI Can See! (History Uncovered)



**Date:**  
**Unknown!**

**Location:**  
Hillsboro, WI

# “I Spy With My Little Eye”

You're a visual historian and forensic analyst. Examine the photo as if you're trying to determine the **most likely year—or range of years—it was taken**. Use *visible evidence* and *deductive reasoning* to build your estimate.

- **Start with the people:** Observe clothing, accessories, hairstyles, and grooming. Consider fashion cues—like shoulder pads, denim cuts, shoe types, or eyeglass frames—that may pinpoint a decade or trend. Note generational signals—children’s attire vs. older adults, for instance.
- **Next, assess the objects and technology:** Look for vehicles, appliances, furniture, electronics, or media formats (e.g., VHS tapes, smartphones, CRT monitors). Focus on design trends, wear-and-tear, and whether the object reflects its era of production or prolonged use.
- **Examine the setting:** Consider architecture, interior décor, landscaping, and building materials. Do they reflect a specific construction boom or regional aesthetic?
- **Scan for text:** Identify logos, signs, posters, or labels. Note styles of fonts, branding, or product packaging—these evolve over time and can serve as temporal markers.
- **Zoom out to environmental cues:** Is the area urban or rural? What does infrastructure, advertising, or street signage suggest? Could there be contextual hints tied to historical events, cultural trends, or public policy shifts?
- **Finally, assess the photograph itself:** Is it color or black-and-white? Candid or staged? Sharp or grainy? Think about the photo quality, film stock, or digital resolution, and what that implies about the era.

# Image Generation Prompt Samples

Create a photo-realistic image of a **public works employee** directing traffic at a road paving site. The employee is wearing a bright orange safety vest, a hard hat, and blue jeans. They are holding a red stop paddle, and calmly—but assertively—holding their hand out for traffic to stop. The scene is set in the early morning, with soft sunlight enhancing the visibility of the reflective vest. The background should feature a slightly blurred depiction of the bustling crew and vehicles, highlighting the controlled chaos of the site, with steam rising from freshly paved asphalt.

Create a photo-realistic image of a **public health nurse** running an outdoor vaccination clinic in a community park. She wears a light blue scrub top under a navy jacket with a county health logo, along with a white N95 mask. Seated at a folding table, she's calmly administering a vaccine to an elderly patient, with a small cooler, paperwork, and sanitizer nearby. A few people wait in line, spaced out, and bilingual posters hang on a portable display. Afternoon sunlight filters through the trees, casting a warm glow on the nurse's steady professionalism.

Create a photo-realistic image of a **firefighter** emerging from a smoke-filled residential building carrying a small dog. The firefighter wears full turnout gear—helmet, SCBA mask pushed up, reflective yellow striping catching the early evening light. Their stance shows controlled urgency, with soot on their jacket and sweat on their face. Behind them, crew members manage hoses and vent smoke. A concerned homeowner and a few neighbors look on, faces showing relief. The golden light of sunset enhances the atmosphere of resolve, risk, and human compassion.

Create a photo-realistic image of a **public librarian** assisting a young patron in a community library. The librarian, dressed in a smart-casual cardigan and slacks, is kneeling beside a child pointing to a graphic novel on a low shelf. In the background, sunlight illuminates rows of colorful books, a computer lab, and a reading nook with beanbags. The image should evoke warmth, learning, and inclusivity, highlighting the library as a vital civic space.

Create a photo-realistic image of a **housing navigator** meeting with a client in a transitional housing facility. The navigator, dressed in a professional but approachable manner with a city ID badge, is seated at a small round table with a young adult client, reviewing a housing application. A bulletin board in the background displays job listings and resources. The setting is modest but clean, with natural light creating a hopeful tone. The image should reflect empathy, advocacy, and the concrete pathways out of housing instability.

Create a photo-realistic image of a **municipal arborist** in a cherry picker trimming branches from a large oak tree along a city street. The arborist is wearing a harness, helmet, and protective gloves, using a pole saw while carefully navigating the canopy. Below, orange cones and a 'Tree Work Ahead' sign guide pedestrians. Fallen branches are neatly piled near a chipper truck. The setting is a sunny autumn afternoon, with golden leaves drifting down, highlighting the balance of technical skill, safety, and environmental care.

Add-On Text: photo, photograph, raw photo, analog photo, 4k, Fujifilm, Sony a7 III, professional photo

# Image Generation Outputs



# 10 Sample Styles (“The Building Inspector”)



Photo-Realistic



Cartoon / Illustrated



Duotone



Watercolor / Painterly



Picasso (Cubist)



3D Rendered / CGI



Studio Ghibli



Pencil Sketch



Business Illustration



Bauhaus

# Deep Research: Generative AI & Labor Relations

You are a seasoned labor relations and HR policy researcher with a deep understanding of how public sector organizations work, how unions respond to change, and how technology, particularly generative AI, is beginning to shape the workforce. You've been asked to prepare a clear, accessible, and insightful report for an audience of public HR leaders, labor relations professionals, and municipal executives. This audience is serious about understanding what's happening in the field, not just at the level of headlines, but in practical, on-the-ground terms. They want to know: Where is AI already showing up in government work? What are the implications for collective bargaining? What new responsibilities are falling to HR and labor relations teams, and what risks or opportunities should they be preparing for? The goal is to provide these professionals with a clear understanding of what is real, what is emerging, and what they need to consider over the next 12 to 24 months.

## What the Report Should Cover:

1. What's Happening on the Ground: Describe how generative AI tools are currently being used by state and local governments. What kinds of problems are they solving? What kinds of tools are being adopted? Where are things moving fast, and where are they stalling?
2. What Labor Professionals Are Facing: Explore how collective bargaining dynamics are shifting. Are unions pushing back? Asking for contract protections or side letters? Where are job descriptions being reclassified—or challenged?
3. What Real Contracts Are Saying: Provide examples of policy language, MOUs, or side agreements that mention AI or automation. What themes are emerging around fairness, transparency, worker input, or retraining?
4. What HR and LR Teams Need to Be Thinking About: Offer strategic guidance: what questions should HR and labor teams be asking right now? How should they assess risk, build internal alignment, and engage unions early?

## Format and Feel:

The tone should be clear, practical, and informed. Think: a briefing paper that a county HR director might share with their city manager or labor attorney. Include an executive summary up front, break the report into digestible sections, and close with a forward-looking reflection on what's next. The goal is to inform, but also to equip. This report should help labor relations professionals feel more confident stepping into a fast-moving, uncertain space—and spark ideas for how to approach it with integrity and foresight.

# Basics of Interacting with ChatGPT

## Rules of Prompting

**THERE  
AREN'T  
*m*ANY!**

# Crafting Effective ChatGPT Prompts



## **Provide Context**

Start with background or source material.



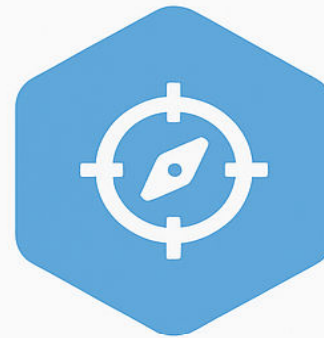
## **Clarity is Key**

Clearly state what you need to get better answers



## **Choose Keywords Wisely**

Use specific terms that guide the AI's focus



## **Define the Range**

Limit length, tone, or format to stay on target



## **Iterate for Precision**

Tweak and refine your prompt to improve results.

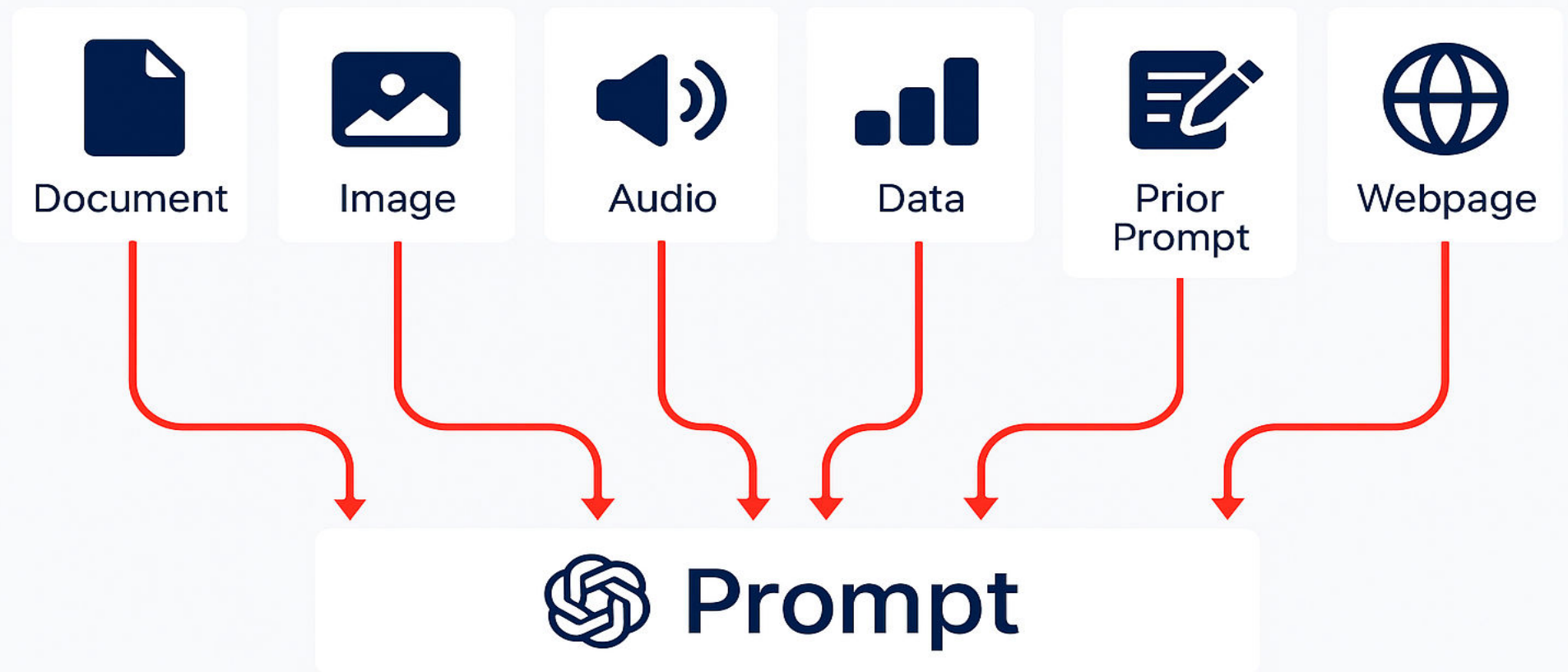
Better prompts = better results. Keep it clear, focused, and adaptive.

# SAMPLE Prompting Framework



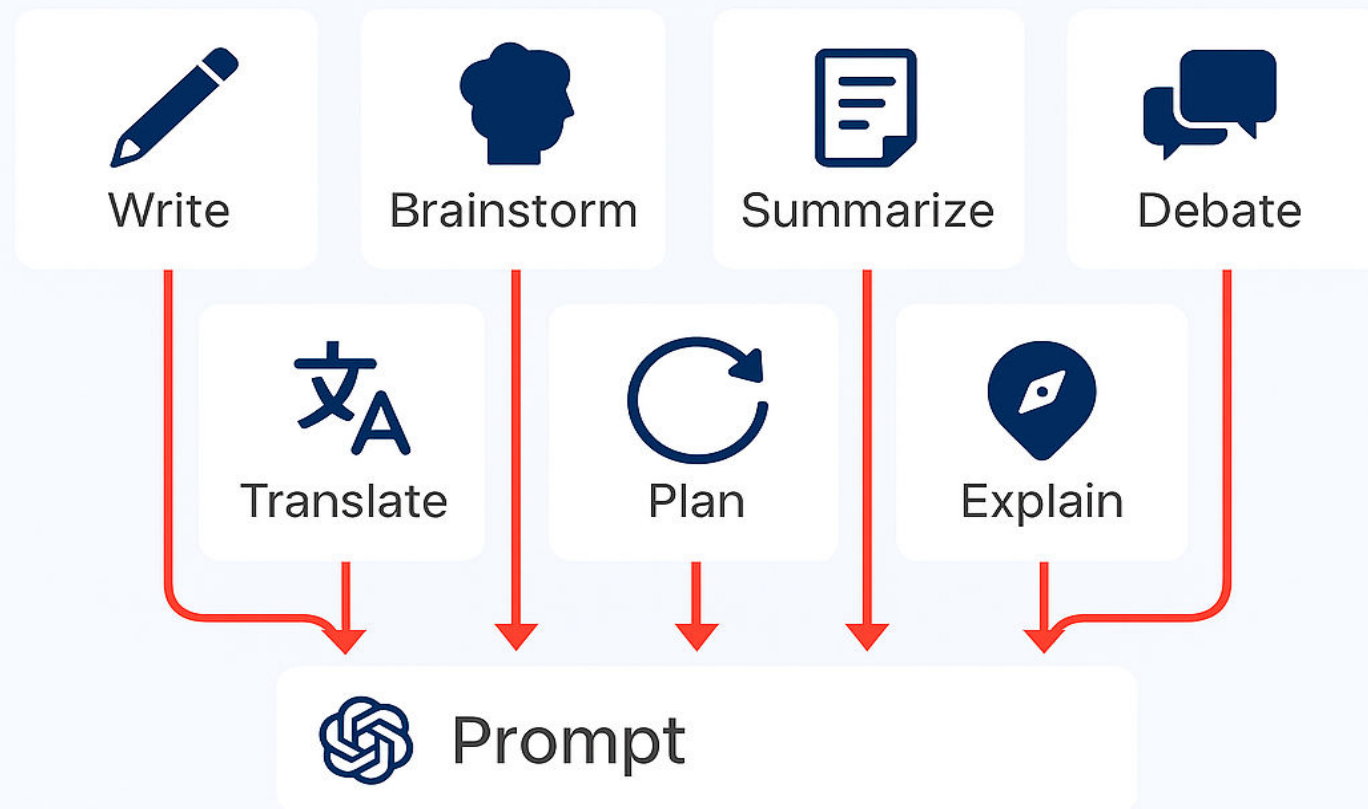
# Context

What information are you providing to ChatGPT?



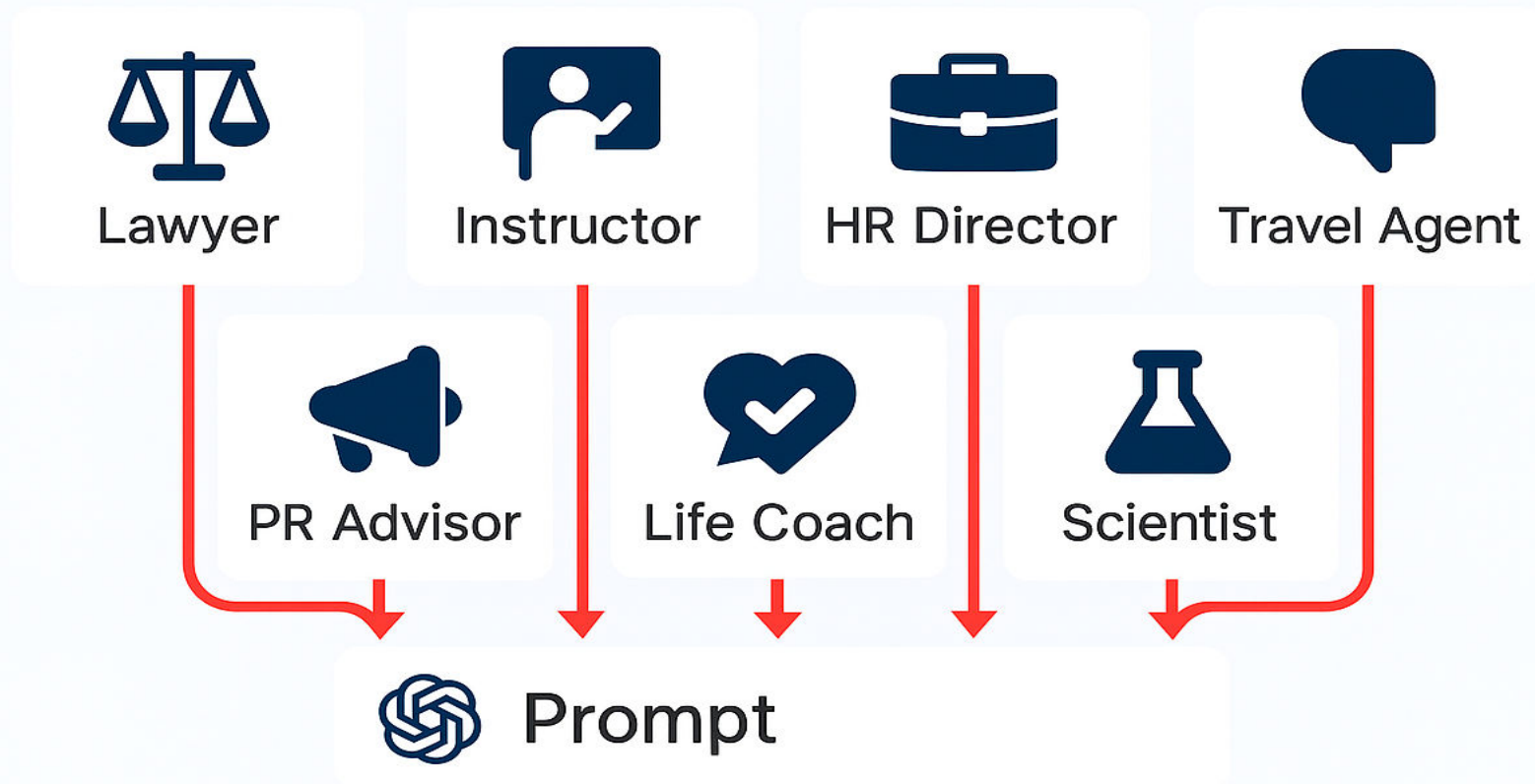
# Action

What are you telling ChatGPT to do?



# Role

How should ChatGPT act?



# Goal

What are you hoping to achieve?



Make a  
Decision



Understand  
a Topic



Solve a  
Problem



Gain  
Insight



Communicate  
Clearly



Organize  
Information



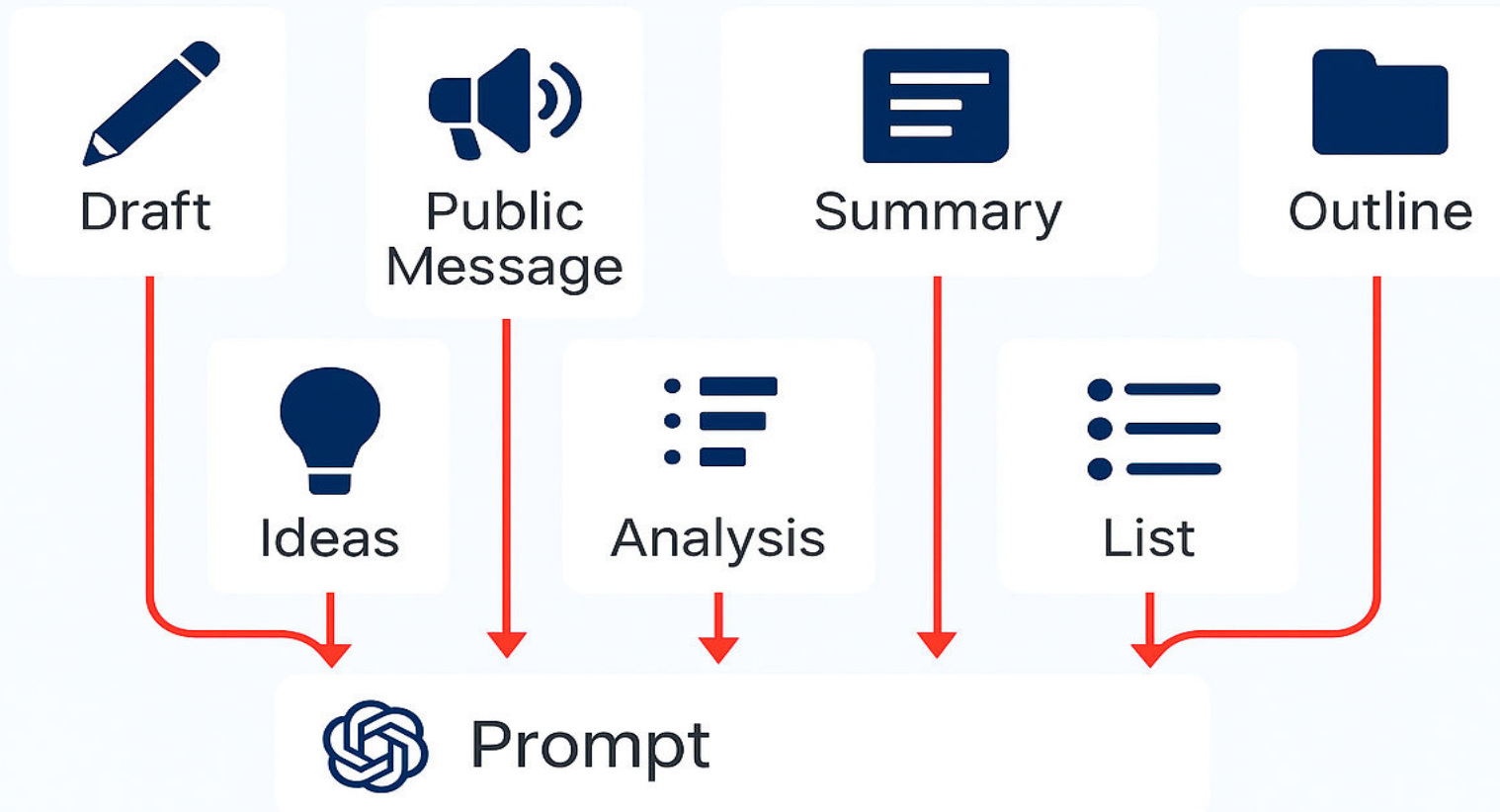
Explore  
Options



Prompt

# Output

What are you asking ChatGPT to generate?



# Live Demonstration

## The Journey of Taylor Grohl

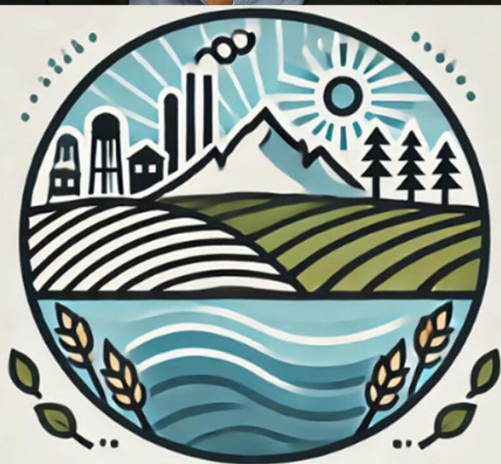
The narrative, characters, organizations, and places referenced in this presentation are entirely fictitious. Any resemblance to actual persons, living or dead, or to real entities, jurisdictions, or events is purely coincidental.

# Important Disclaimer

The prompts you're about to see are designed to produce (relatively) nice, clean results in a live setting, but let's be real. **Actual AI prompt design is messy**, takes trial, error, and iteration (lots of it), and sometimes makes you question your life choices.

Also, just because AI gives you an answer doesn't mean it's the right one. **Question it, refine it, verify it, and (most importantly) use common sense.** AI is a tool, not a replacement for the brain.

Some of these prompts may be difficult to use within your organization's AI policies, **but that doesn't make them illegitimate uses of generative AI.** However, these are real, practical applications that can enhance HR and labor relations.



ARLANDRIA  
COUNTY

**Taylor Grohl**, a quietly ambitious early-career analyst, demonstrates initiative, adaptability, and a deep interest in public service. In a junior private-sector role, he consistently exceeded expectations—teaching himself new tools, improving workflows, and seeking meaningful challenges. A brief municipal internship sparked his focus on government work. Now, his drive, humility, and forward-thinking mindset make him a standout candidate and a long-term investment in public sector innovation.



# Creating & Justifying a Position

## Story Context:

- Arlandria County proposes a new Management Analyst role to support modernization after realizing key services hadn't been reviewed in years.

## Challenge:

- How can we clearly define and justify a new role that meets strategic needs and withstands budget scrutiny?

## **PROMPT: Create a Job Description**

Act with expertise in local government, human resources, wage and hour law, organization analysis and design, employee classification, and labor and employment law. Review and analyze the attached notes to create a well-structured job description for a potential **Management Analyst** role. Use the appropriate sections of the template, such as “General Summary,” a “Purpose Statement” that describes the meaning and purpose in the role, “Duties, Responsibilities, and Essential Job Functions,” “Required Training and Experience,” “Required Competencies, Knowledge, Skills, and Abilities”.

## PROMPT: Justify the Role

You are the County Administrator for Arlandria County. Based on the newly developed job description for a Management Analyst role, **draft a concise, persuasive position paper** to present to the Arlandria County Board of Supervisors. The paper should:

- Clearly articulate the strategic need for the position
- Summarize the gaps or inefficiencies this role is intended to address
- Explain how the role aligns with organizational goals, including performance measurement, modernization, and interdepartmental support
- Describe the value of having internal capacity for data-informed decision-making, grant development, and strategic project support
- Include high-level discussion of classification, exempt status, and alignment with comparable roles in similarly sized counties
- Propose salary range, reporting structure, and onboarding timeline
- Frame the investment as a move toward more efficient, accountable government

Maintain a professional and forward-looking tone—suitable for inclusion in a Board meeting packet or administrative agenda memo.

## PROMPT: Media Response

You are the County Administrator for Arlandria County. A local reporter has reached out after seeing the proposed **Management Analyst** position on an upcoming Board of Supervisors agenda. They've asked for comment. Draft a short, professional statement that:

- **Acknowledges** the item is pending before the Board
- **Briefly explains** the intended purpose of the role
- Frames the proposal as part of the County's **commitment to data-informed decision-making, strategic planning, and service effectiveness**
- **Avoids advocacy or politics**, respecting the Board's decision-making role
- Is suitable for inclusion in a short article or quote

Keep the tone factual, steady, and public-sector appropriate—informative without editorializing.

# Modifying the Role to Match Talent Availability

## Story Context:

- The original recruitment yielded few qualified applicants, prompting the County to design a Management Associate role tailored to developmental hires.

## Challenge:

- How do we responsibly adapt a role when the market talent doesn't align with our original plan?

# PROMPT: Modify a Job Description

Act with expertise in local government HR, classification, and public sector role design. Based on the following job description for a professional-level Management Analyst role, rework it into a developmental version (titled Management Associate) suitable for candidates with less experience or in-progress education.

Your goal is to:

- Maintain the intent and strategic value of the original role
- Reduce qualifications (e.g., allow for an associate's degree + active pursuit of a bachelor's)
- Narrow or tier duties as appropriate
- Emphasize growth, training, and cross-departmental support
- Preserve clarity and structure for HR and labor classification purposes
- Use the same job description structure as before.

Original Management Analyst Job Description:

*[Paste the output from your prior prompt here]*

# Union Push for Inclusion

## Story Context:

- The union immediately challenges the role's exclusion from the Professionals and Paraprofessionals Bargaining Unit based on duties rather than education.

## Challenge:

- How do we assess recognition clause language and navigate inclusion disputes proactively?

# PROMPT: Assess Contract Language

You are a labor relations expert advising a county government. The union has challenged the exclusion of a newly created *Management Associate* position from the **Professionals and Paraprofessionals Bargaining Unit**, claiming that the role falls within the scope of the recognition clause. Review the attached recognition clause and analyze whether the position is reasonably includable. Then, recommend a proactive strategy for addressing the issue, either through classification analysis, dialogue, or a side letter.

Your response should include:

- An interpretation of the recognition clause language
- Assess management and union arguments related to this issue
- An evaluation of the position's duties in relation to inclusion thresholds
- Risk factors for a unit clarification or grievance
- A suggested course of action for labor relations and HR leadership

*[Insert Position Description Here]*

# Drafting a Side Letter

## Story Context:

- The County agrees to a side letter, formally placing the Management Associate role in the union and outlining promotion terms.

## Challenge:

- How do we structure a side letter that supports clarity, compliance, and long-term role development?

## PROMPT: Write a Side Letter

You are a labor relations specialist for a county government. The County has agreed to a side letter with the Professionals and Paraprofessionals Bargaining Unit regarding a newly created **Management Associate** position. The employee will be placed in the bargaining unit while serving in a developmental capacity. Upon completing a bachelor's degree and assuming strategic-level duties, they may be promoted to a **Management Analyst** role, which is exempt and excluded from the bargaining unit.

Draft a side letter agreement that:

- Formally includes the Management Associate classification in the bargaining unit
- Establishes conditions for promotion to Management Analyst
- Defines the process and criteria for unit exclusion
- Maintains compliance with recognition language and classification standards
- Reflects a collaborative tone between management and the union

Use plain, professional contract language suitable for inclusion in a collective bargaining context.

# Interviewing for a Developmental Role

## Story Context:

- With the new role posted, Taylor becomes a strong candidate, but expectations differ from the original classification. Now, he must compete with others with presumably comparable talent.

## Challenge:

- How do we assess growth potential during the interview process for a developmental role?

# PROMPT: Write Interview Questions

You are a public sector HR professional designing an interview process for a **developmental role: Management Associate**. This position is intended to support technical, analytical, and planning tasks, with a clear pathway to grow into a **Management Analyst** role in the future. The goal is to identify candidates who meet the current needs *and* demonstrate the aptitude and motivation to grow into higher-level responsibilities over time. Using the two job descriptions provided (Management Associate and Management Analyst), generate **10–15 behavioral interview questions** that:

- Evaluate current readiness for the Associate role
- Explore growth potential for the Analyst role
- Reflect public sector values (collaboration, accountability, equity)
- Focus on competencies like initiative, learning mindset, data literacy, communication, and project follow-through

For each question, include a **brief explanation** of what the question is designed to assess.

## **Job Descriptions:**

[Insert or upload both descriptions here]

# Onboarding for Development and Success

## Story Context:

- Taylor is hired and begins foundational work across departments.

## Challenge:

- How can onboarding support both short-term productivity and long-term role expansion?

## PROMPT: Onboarding Plan

You are an HR and organizational development expert supporting a developmental role in the public sector. A new hire, **Taylor Grohl**, has been selected for a *Management Associate* position—a developmental role designed to build experience and prepare for eventual promotion to *Management Analyst*. Using Taylor's resume and both job descriptions (current and future role), draft a **6-month onboarding and development plan** that includes:

- A structured month-by-month timeline
- Key learning goals and work objectives for each phase
- Developmental activities (e.g., cross-departmental exposure, project ownership, coaching)
- Regular milestone **evaluation checkpoints** with space for manager and employee feedback
- Clear alignment to future expectations for the *Management Analyst* role

The tone should be practical, supportive, and future-focused—designed to set Taylor up for both early contributions and long-term growth within the County.

# Transitioning Out of the Bargaining Unit

## Story Context:

- Taylor completes his degree, expands his duties, and is promoted to the Management Analyst role.

## Challenge:

- How do we communicate this transition effectively and respectfully to the union?

# PROMPT: Management Memo to Union

You are a labor relations professional in a county government. In accordance with a previously negotiated side letter, an employee (Taylor Grohl) has completed their bachelor's degree, demonstrated expanded strategic-level duties, and has been promoted from *Management Associate* (in-unit) to *Management Analyst* (exempt and out-of-unit).

Draft a professional and matter-of-fact communication to the union that:

Confirms Taylor's promotion

- References the side letter terms and agreed-upon conditions for unit exit
- Notifies the union that the position has now been formally reclassified
- Acknowledges the value of continued collaboration
- Maintains a respectful, transparent tone

Use a memo or formal email format suitable for labor relations correspondence.

# Leveraging Survey Insights

## Story Context:

- Taylor leads a broad organizational survey that delivers high-impact insights for leadership.

## Challenge:

- How do we turn complex survey data into actionable analysis for stakeholders?

# PROMPT: Sentiment Survey Analysis

You are a data analyst in local government preparing a summary report for senior leadership, based on a recent open-ended **bargaining unit sentiment survey**. The survey was developed by a professional-level employee and included six open-ended questions covering tools, processes, leadership support, morale, recognition, and feedback culture. The data reflects responses from non-supervisory professional and paraprofessional employees.

Using the uploaded file, analyze the responses and provide a structured, actionable report. Include:

- **Thematic analysis** for each of the six questions: identify recurring themes or keywords (e.g., outdated technology, recognition, cross-department silos).
- **Sentiment overview** (e.g., percentage or pattern of satisfied, neutral, dissatisfied tones across responses).
- **Notable quotes or illustrative examples** (without attribution) that underscore key insights.
- **Recommendations for leadership** based on the trends surfaced—be specific and practical.
- A brief **executive summary** (4–5 bullet points) to be shared with the County Board or leadership team.

The tone should be objective, constructive, and suitable for presentation to HR and labor relations professionals.

# Supporting Career Development

## Story Context:

- Taylor shares his aspirations to grow in his current role and eventually become an administrator and asks about mentorship.

## Challenge:

- How do we nurture talent while balancing internal pipeline needs?

# PROMPT: Coaching Conversation

You are a County Administrator preparing for a scheduled performance and development meeting with **Taylor Grohl**, a Management Analyst who has consistently demonstrated high performance, initiative, and growth.

Draft a structured **coaching conversation guide** that supports:

- Reflection on Taylor's accomplishments and their organizational impact
- Recognition of progress in core competencies
- Constructive discussion on areas for continued growth
- Goal setting for the next 6–12 months based on current role expectations
- Light developmental planning (skill building, exposure opportunities, cross-functional work) to sustain momentum

The guide should include suggested **questions, coaching cues, and milestones**, framed in a supportive and developmental tone suitable for a high-performing public sector professional.

# Strategic Planning for Growth & Retention

## Story Context:

- Leadership considers whether to create a new Strategic Initiatives Manager role and reopen the Management Associate classification.

## Challenge:

- How can we use AI to evaluate role creation, succession, and organizational design?

# PROMPT: Talent Development Strategy

You are a public sector HR strategist supporting a high-performing Management Analyst, **Taylor Grohl**, who has expressed interest in executive leadership and requested developmental opportunities.

Using the attached **talent assessment document** as context, revise and update Taylor's **12–24 month development plan** to:

- Reinforce accountability and continued growth in his current role
- Introduce structured developmental experiences aligned with future leadership roles
- Reflect strengths and development areas as identified in the assessment
- Emphasize that future advancement is **contingent on sustained performance and professional maturity**
- Include practical exposure (e.g., mentorship, interdepartmental initiatives, public communication, shadowing)

Format the plan for internal use—suitable for HR, leadership coaching, or succession planning documentation.

## PROMPT: Help Me Decide

You are a public sector organizational strategist. The county is at a decision point following the developmental success of a Management Analyst, Taylor Grohl. The County Administrator is considering whether to:

- Create a new *Strategic Initiatives Manager* role
- Begin mentoring Taylor for future executive leadership
- Reopen the *Management Associate* position as a talent pipeline

Using available context—including job descriptions and a talent assessment—generate **10 clear, easy-to-answer questions** that will help the County Administrator:

- Evaluate the need for a new role
- Assess leadership development opportunities
- Decide whether to reinvest in the developmental hiring model

The questions should be specific, decision-oriented, and designed to provoke thoughtful yet practical internal discussion.

# Exit Planning and Celebration

## Story Context:

- Taylor is promoted again, earns his MPA, and accepts a Deputy City Administrator role in another city.

## Challenge:

- How do we manage transitions and preserve momentum when a key contributor departs?

# PROMPT: Offboarding Strategy

You are a public sector HR strategist advising a County Administrator and leadership team following the **unexpected departure of Taylor Grohl**, a Strategic Initiatives Manager who has accepted a Deputy City Administrator role elsewhere. Generate two things:

- **A set of 10–12 strategic, practical questions** the management team should answer first to assess immediate risks and needs. These should surface issues such as:
  - Knowledge, project, or partnership continuity
  - Internal backfill or temporary reassignment options
  - Short-term coverage of critical responsibilities
  - Communication with internal and external stakeholders
  - Impact on succession, morale, and culture
- **A simple, adaptable offboarding plan framework** that the team can populate in real time. The framework should include sections such as:
  - Knowledge transfer and documentation
  - Project handoff strategy
  - Stakeholder and staff communication
  - Temporary vs. permanent coverage options
  - Timeline triggers and accountability

Keep the tone focused and supportive—designed for use by a public agency management team working through time-sensitive transition planning.

## PROMPT: Congratulatory Message

As the County Administrator, you are writing a short, meaningful **congratulatory message** for **Taylor Grohl**, who has accepted a Deputy City Administrator role with the City of Lithium Springs—a municipality located within the same county.

Taylor's departure is bittersweet: while his exit creates a gap, it also validates the County's investment in his development. Leadership wants to acknowledge that this is a natural outcome of growing great talent—and that the County, and the community at large, still benefit from his continued public service.

Draft a message suitable for a staff announcement, farewell celebration, or professional network post. It should:

- Reflect pride in Taylor's growth and contribution
- Acknowledge the reality that talent development sometimes means letting go
- Reinforce that Arlandria County is stronger for his time there
- Highlight that the region still benefits from his leadership
- Stay positive, professional, and under 300 words

# Closing Thoughts & Questions

**We have not achieved ‘better than any human at any task’, but what we have is ‘better than most humans at most tasks.’**

■ *Vahid Kazemi, OpenAI  
X (fka Twitter)*