

# CEO Quarterly Report

*April 2025*

# Feedback from 2024 CEO performance evaluation

- Develop a succession plan for the CEO and other leadership roles in the Authority
- Expand external presence both in-state and nationally, elevating my influence and the organization's profile.
- Recommendation
  - Work with an executive coach to help achieve these goals

## 2025 Goals

1. Develop/implement succession plan, including identifying growth opportunities for staff.
2. Expand external presence both in-state and nationally to elevate reputation of Authority and self
3. Oversee selection and implementation of Claim Administrator TPA
4. Oversee expanded support for CT employers

# Succession Planning / Growth Opportunities

- Expansion of Jessica's role / Promotion to Chief Experience Officer
- Successful transition following Laure Dickson's retirement / Promotion of Matt Bielawski to IT Director
- Working with each of my direct reports to identify and develop:
  - Responsibilities/functions that I should delegate to them
  - Opportunities for promotion for them and their staff

# Expansion of external presence

- Deepening relationships in CT and nationally
  - Leaders of CT organizations
  - Leaders of other Paid Leave States
  - CT's federal delegation
- Seeking opportunities to demonstrate thought leadership
  - Dan Schwartz's "From Lawyer to Employer" podcast (Shipman & Goodman) (3/19/25)
  - Josh Seidman's "Take It or Leave It" podcast (Seyfarth Shaw) (2/18/25 & 3/4/25)
  - Exploring opportunities to present at local / national organizations and conferences
  - Developing pitches for articles in national media
  - Providing feedback on federal legislation

# Selection/Implementation of Claim Administrator

- Board accepted our recommendation in March and authorized us to begin contract negotiations with selected vendor
- Contract negotiations are underway
- Public announcement once contract is executed

# Expanded Support for CT Employers

- Analyzing Contact Us data to better understand pain points
- Working with United Way 211 and staff to reassess responsibilities and workflows to improve responses
- Launching new feature in the Employer Portal to enable employers to receive reports regarding approvals/denials of employee claims