



TeamCity Change Leadership

Learning Agenda

June 7, 2021 | 8:30 - 10:00 AM

8:30 Welcome, Announcements, and Shout-Outs

Binta Ceesay, Assistant Librarian

8:40 Review: Comfort and Control

Lightning Talk: *Fear, Anger, & Resistance: Road Bumps along the Way to Transforming Madison's Fleet Operation*

Mahanth Joishy, Fleet Superintendent

Reflection Exercise from May: Examining the causes of resistance and what leaders can do to help guide people through their negative emotional responses to the challenges of change.

- Breakout Room Discussion: *What are the causes of resistance to change? What actions can leaders and the team take to address concerns and fears about change?*

9:00 Organizational Change Readiness: *The factors that influence people's readiness for change.*

Jeffrey Russell, Russell Consulting, Inc.

9:25 The State of Organizational Change Readiness in Your Team and at the City of Madison

Breakout Room

- Discuss which dimensions are likely the strongest in enabling your team's change readiness.
- Share which dimensions are potentially undermining the level of change readiness of your team.
- Explore actions that you as a leader (formal or informal) might take to facilitate great levels of change readiness within your team.

9:45 The Mayor's Priorities

Satya Rhodes-Conway, Mayor

9:55 Next Session and Application/Reflection Exercise

Next Meeting: July 12 | 8:30 – 10 AM | Focus: *Inquiry, Experimentation, and Discovery – Shifting Our Focus on the Possibilities and Opportunities*