TeamCity Change Leadership
Learning Agenda
March 8, 2021 | 8:30 - 10:00 AM

8:30   **Welcome and Announcements**
Lindsay Bessick, Organizational Development Specialist

8:40   **Overview of Today's Learning Outcomes**
Lindsay Bessick

8:45   **Lightning Talk: MAC/WIC Peer Advisors**
Abigail Ferguson, Customer Service Coordinator, Information Technology

8:50   **Reflection Exercise from February: The Forces Driving Change and What is Changing**
Lindsay Bessick

Breakout Room: *Exploring the Forces Driving Change and Applying the Principles*
- Introduce yourself to your Breakout Room partners: name, pronouns, and department/work area.
- Share the "why" of change in your area: *What is the change your work area is dealing with? What are the internal and external forces driving this change?* Then identify: *What aspects of your work area's life (e.g., behaviors, structure, culture, purpose, systems, etc.) are most affected by this change?*
- Identify and discuss the Values-Based Leadership principles that will inform how you think about and respond to this change.

9:10   **Introducing a Model for Leading Change in the City of Madison**
Consultant Jeffrey Russell, Russell Consulting, Inc.

9:25   **Exploring the Challenges of "Letting Go" of the Past/Present and Embracing Uncertainty**
Lindsay Bessick

Breakout Room
- Discuss why "letting go" of the past and present and embracing uncertainty is challenging for us and our teams.

- Identify the factors might enable people to let go of their attachment to the past/present and embrace the possibilities of the future.

- Examining the larger *Leading Change Model*, identify the primary role and work of a TeamCity Change Leader in helping people move through this four-stage emotional journey through change.

9:50   **The Mayor's Priorities: COVID-19 Recovery**
Satya Rhodes-Conway, Mayor

9:55   **Next Session and Application/Reflection Exercise**
Jeffrey Russell

Next Meeting: April 12 | 8:30 – 10 AM | Focus: Guiding Others Out of *Comfort and Control*

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