TeamCity Change Leadership
Kick-Off Session

The "Change-nado"

Today

Time	Topic
9:00	Welcome & Our Charge
9:20	Overview of TeamCity Change Leadership
9:25	Review of Values-Based Leadership Principles
9:50	Group Agreements
9:55	Prep for Next Meeting

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Mayor's Priorities

COVD-19
- Keep community safe
- Health & economic recovery

Racial Equity & Social Justice
- Police reform
- Reimagining public safety

Housing
- Availability
- Affordability

Sustainability
- Combat climate change
- 2030 100% renewable goal

Transportation
- Bus Rapid Transit

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TeamCity Change Leader Role

Lead with City Values

Support Priorities

Culture of Innovation & Change

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Meet Jeff Russell

- **Jeffrey Russell, co-director of Russell Consulting, Inc. with his business and life partner Linda.**

- **We've been helping to build great organizations for the past 30 years.**

- **Our focus is on leadership, strategy, change, and performance management.**

- **Authors of nine books: three books on leading change; three books on performance management. Most recent book: *Fearless Performance Reviews* (McGraw-Hill, 2014)**

- **I teach at UW-Madison for the Certified Public Manager Program, School of Business, and School of Engineering and at UW-Milwaukee, and UW-La Crosse.**

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Desired Outcomes for these Sessions

- Facilitate conversation, insight, learning, and growth
- Create a brave space to challenge, explore, and thrive as leaders
- Prepare TeamCity Change Leaders for future challenges
- Focus us on the vision – Our Madison: Inclusive, Innovative, & Thriving

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Each session includes . . .

- Leading Change Model concept

- Activities, discussion, and exercises

- Lightning Talks featuring success stories and practical applications of Leading Change concepts

- Application & Reflection

TCL Overview

Resources available on the website:

- TeamCity Change Leadership Session Overview

- Monthly agendas, session materials

- Change leadership resources

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TeamCity Change Leadership Sessions

The eleven TeamCity Change Leadership (TCL) development sessions are broadly structured around the Leading Change Model and deeply informed by the Values-Based Leadership principles embraced by the City, the City's core values, and the Mayor's priorities. Each session will be adaptive in response to emergent issues (e.g. hot topics, challenging questions, evolving challenges) that arise during the series.

These sessions will be centered on the things that we as leaders can do to strengthen our community, build the capacities of our employees, build the resilience of our teams, and enable each member of TeamCity Change Leadership to honor, amplify, and respond to the voices of frontline City employees.

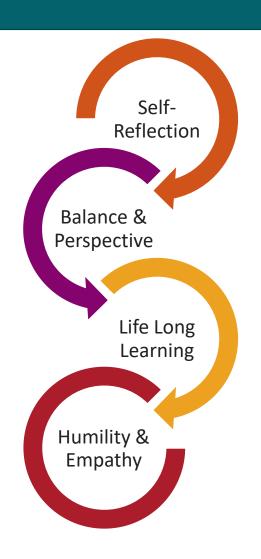| Date	Focus/Content
January 11	Introduction to the TeamCity Change Leader Development Sessions – Includes: *Mayor's challenge*, review of *Values-Based Leadership* principles, overview of the *sessions* and expectations
February 8	What are the *forces driving change* within the City and how are employees responding?
March 8	Introduce the *Leading Change Model* as the foundation of our work as leaders. Examine the work of leaders within the model and the role that *resilience* plays in helping people navigate change.
April 12	Understand the dynamics of "*Comfort and Control*" and the work of a change leader in creating a felt need for change.
May 10	Characteristics of "*Fear, Anger, and Resistance*" and the work of a change leader during this stage. Honoring resistance and understanding its origins. Strategies for surfacing/exploring anxieties.
June 7	Understand readiness for change. The dimensions of change readiness. How change readiness influences people's journey through the change process. Introducing the *Organizational Change Readiness Assessment* (OCRA).
July 12	The paradoxical/yin-yang nature of "*Inquiry, Experimentation, and Discovery*." The leader's work: supporting a forward orientation amid setbacks/disappointments.
August 9	Explore the reinforcing strategies of the "*Learning, Acceptance, and Commitment*" stage of the Leading Change Model. Solidifying the gains and planting the seeds for the next change.
September 13	The *Change Acceptance Curve* – examine leadership strategies for people all along the Change Acceptance Curve. The role of clear, consistent communication throughout the change process to help move people toward embracing the change.
October 11	Revisit and amplify the role of resilience in helping people navigate change. The factors that influence our resilience capacities. The leader's work in supporting employee resilience.
December 13	Explore the key *insights, Aha's! and lessons learned* from these TeamCity Change Leadership Development sessions. Identify the *future learning agenda* for TeamCity Change Leaders in 2022. The *Mayor's priorities and her challenge* for TeamCity Change Leaders in 2022.

TeamCity Change Leadership
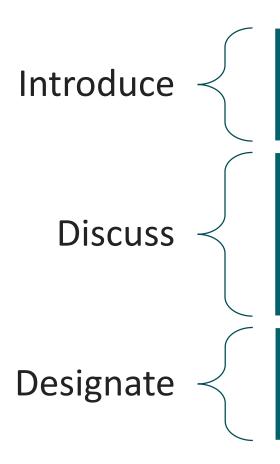Web https://tinyurl.com/TeamCityChangeLeadership
Email TCL@cityofmadison.com

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Principles of Values-Based Leadership

Self-Reflection

Balance & Perspective

Life Long Learning

Humility & Empathy

Why does Values-Based Leadership matter

. . . to you?

. . . to TeamCity Change Leadership?

. . . to the City of Madison's future?

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Breakout Rooms (9 min)

Introduce
- Name, Your Pronouns, Dept., Biggest Contribution to the City

Discuss
- How do you demonstrate your values when leading through significant change?
- Why does it matter?

Designate
- Recorder who will share via Chat during the Debrief

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Breakout Debrief

Via Chat or Audio . . .

- How might we as change leaders best integrate the Values-Based Leadership principles into our everyday practice?

- Why does it matter that we integrate these principles into our everyday thinking and behaviors?

- What are the consequences for the City if we do . . . and if we don't?

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Group Agreements

We know the best way to ensure that we can weather the storms as a team, is to get clear about our expectations for each other.

CHAT your responses

What is the **atmosphere** you want to co-create for this team?

What will help you **thrive**?

How do you want to be together when it gets **challenging**?

What are your **expectations** of each other?

NOTE: These 4 questions are great way to build strong teams in agencies & work groups!

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Next Meeting   Monday, 2/8
8:30 – 10:00AM
Focus: Forces Driving Change

Application & Reflection

1. Choose one Values-Based Leadership principle to focus on:
   Self-Reflection
   Balance & Perspective
   Life Long Learning
   Humility & Empathy

2. Consciously use this principle in your decision-making or planning.

3. Come to the February session prepared to discuss your experience

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