

OUR CITY OF MADISON



TeamCity Change Leadership
Session 3, Leading Change Model

As we're getting settled . . .



CHAT your
response

*During the past month, was there a time
when you became aware of*

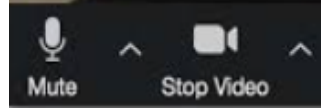
FORCES DRIVING CHANGE

in real time? When? With whom?

Tech Check



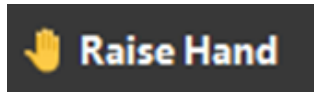
Rename: Name, Pronouns, Agency



Mic and Video Test



Chat



Raise Hand



Turn off your VPN

Link in Chat

Grab a Copy of the Handouts

Disruption? Try logging out and logging back in again.

Introductions,
Announcements &
Shoutouts!

TeamCity Change Leader Role



Lead with City
Values



Support Priorities



Create Culture of
Innovation &
Change



Group Agreements

Inclusion as a
mindset and
behaviors

Open to Growth
and Change

Be Present and
Focused

Impact vs.
Intent


Pause,
Paraphrase,
Inquire

Hard on
Systems, Soft
on People

Lead with the
City's Values

Share the Space

Additions?
Clarifications?
Highlights?

 Raise Hand

Today

Time	Topic
8:30	Intros, Announcements, Shout-Outs
8:45	Review: Forces Driving Change <ul style="list-style-type: none">• Lightning Talk – MAC/WIC Peer Advisors <i>Abigail Ferguson, WIC Member</i>• Application Review
9:10	Leading Change
9:50	City's Priorities to Leading Change Looking Forward



Lightning Talks

The MAC/WIC Peer Advisor Program

Presented by: Abigail Ferguson, IT

Forces Driving Change

External Forces Driving Change

- Economy
- Market niche
- Technology
- Demographic shifts
- Human/social needs and values
- Government policies, laws, ordinances, and regulations
- Global/national/state/local racial, economic, political, climate, health, etc. issues



Internal Forces Driving Change

- Leadership and vision
- Performance challenges
- Workforce demographics
- Employee morale and engagement
- New ideas generated by employees

Adapted from **Change Basics**, by Linda and Jeff Russell
ATD Press, 2006

Forces Driving Change

External

- **COVID-19 pandemic**
- **Elections**
- **Climate change**
- **Energy sources**
- **Economy**
 - Revenue loss
 - Market niche
 - Lack of economic activity
 - Business closings due to pandemic
- **Experiences of the public**
- **Community input/demands**
- Federal funding and associated rules
- State legislation
- Case law
- Politics and the political dynamics between elected officials
- **School closures**

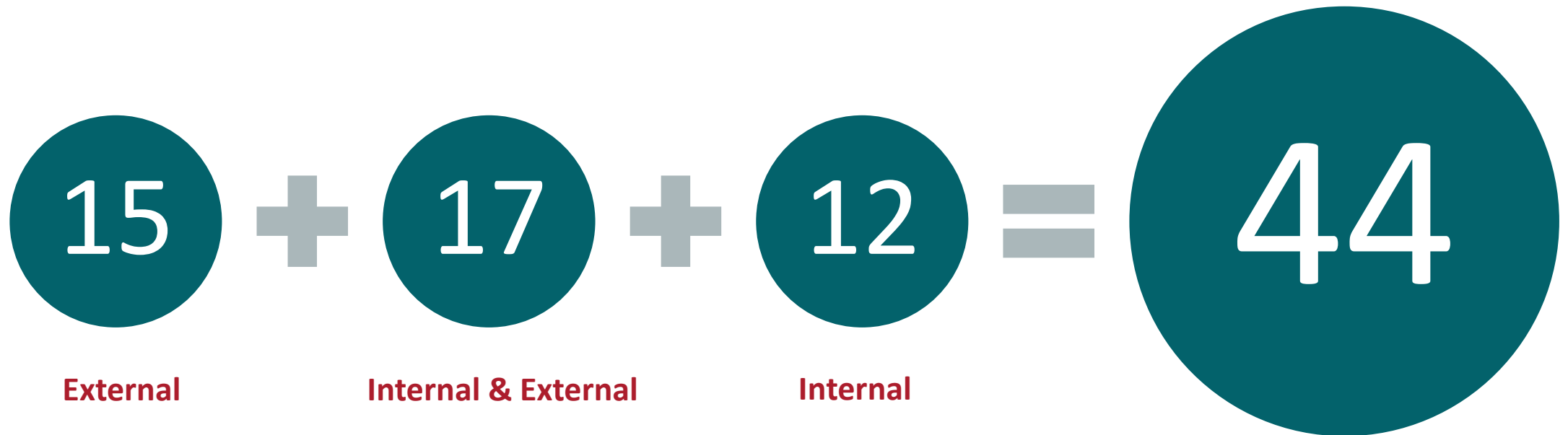
Internal and External

- **Needing to do more with less**
 - **Meeting customer expectations in a cost effective manner**
- **Technology**
 - Disruptive
 - Cell phone cameras
- **Local power politics**
- **True inclusion**
- **Changing demographics**
 - **Increased diversity**
 - **Language and cultural differences**
- **Racial equity**
- **Customers**
- **Vendors**
- **Changing needs of children and families**
- **Barriers to use of services**
- **Industry changes**
- **Social justice**
- **Investments in historically overlooked communities/areas**
- **Teleworking**
 - **Impacts on parenting and family dynamics**
- **Remote relationship building**

Internal

- **Employees**
 - Multigenerational, diverse workforce
 - **New staff, administration, leadership**
 - **Retirements**
 - **Unions**
- **Workshare**
- **Collaboration among staff and within departments**
- **Focusing on equity and spending city dollars locally and with targeted businesses**
- **Employee development**
- **Mayoral priorities**
- **Budget**
- **Employee morale**
- **Team engagement**

Forces Driving Change



Last Month's Application/ Reflection

*Grab your notes if you
took any!*

Think about a change coming soon to you, your team, your agency.

1. What's the "WHY"?

*Identify the forces driving this change
(internal/external)*

2. How will you, your department, work area or team be affected ?

3. How can you apply Values-Based Leadership Principles in your approach?

Application/Reflection (10 min)

Introduce

- Name, Your Pronouns, Dept.

Discuss

- The forces driving a specific change
- How does it affect you, the team?
- Applying Values-Based Leadership

Designate

- 1 person to share during debrief

Notice of Recording

This recording is considered public record subject to disclosure.

By continuing to be in the meeting, you are consenting to being recorded and consenting to this record being released to public record requestors who may see you, your home and your family members in the recording. You have the option to turn off your camera and participate with audio only.

NOTE: This recording will be made available on the TCL website via MediaSite

Leading Change Model (10 min)

1.

- Why is “letting go” of our focus on the past so challenging/difficult?

2.

- And what factors might enable people to let go / be open to possibilities?

City's Priorities



COVID-19

- Keep community safe
- Health & economic recovery



Sustainability

- Combat climate change
- 2030 100% renewable goal



Racial Equity & Social Justice

- Police reform
- Reimagining public safety



Housing

- Availability
- Affordability



Transportation

- Bus Rapid Transit

Application & Reflection

Think about a change coming soon to you, your team, your agency.

What “stability” will people likely lose?

What “instability” will be most concerning?

Who is likely to ***cling to the past?***

Who is likely to ***embrace the future?***



OUR CITY OF MADISON

Next Meeting Monday, 4/12
8:30 – 10:00AM
Focus: Comfort & Control