

OUR CITY OF MADISON



TeamCity Change Leadership
Session 9: Road Testing the Leading
Change Model

As we're getting settled . . .



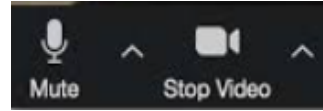
CHAT your
response

*During the past month, what project(s)
have you applied the Leading Change
model concepts to?*

Tech Check



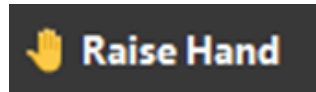
Rename: Name, Pronouns, Agency



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 City
Values

Share the Space

Today

Time	Topic
8:30	Welcome, Announcements, and Shout-Outs
8:40	Review: The Fourth Quadrant of Leading Change: Learning, Acceptance & Commitment
8:50	Reviewing Highlights from the TCL Participant Survey
9:00	Road Testing the Leading Change Model – Your Issues and Questions about the Change Model
9:55	Next Session & Application Exercise

Last Month's Application/ Reflection

*Grab your notes if you
took any!*

1. What are the most important steps you and your team can take to solidify the gains you've made?
2. Which "seeds of change" need to be planted next? What is the next innovation or change that your team/agency needs to take up next?

Independent Reflection

Reflect

- How might you and your team “stabilize” the change and prepare for the *next* change?

Chat

- Your responses

Debrief the PDCA Survey

What's working?

- **Breakouts:** time to learn from and with other leaders
- **Content:** pre and post communications, topic of leading change
- **Format:** virtual, once per month

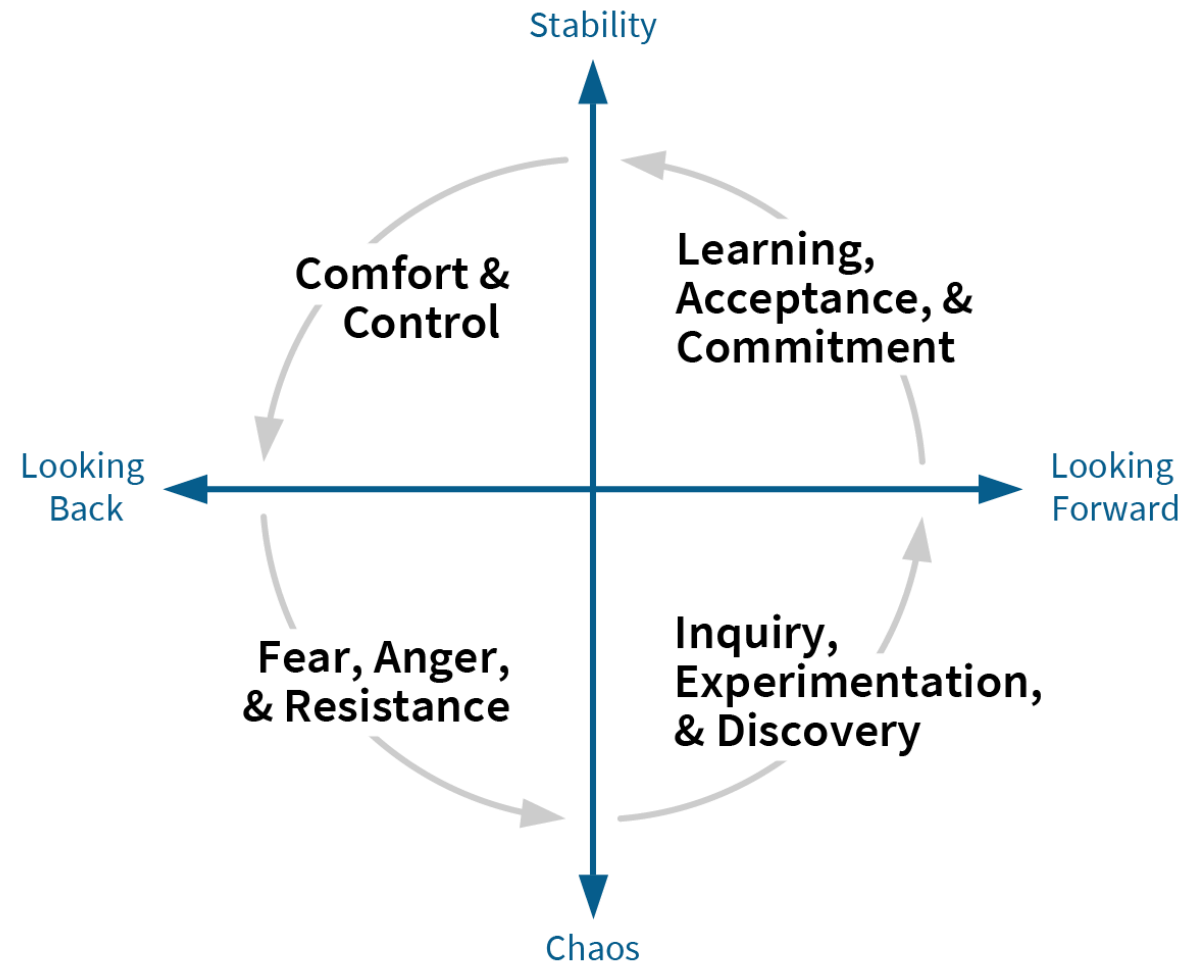
What's not working?

- **Accountability:** putting concepts into practice
- **Breakouts:** not enough time in breakouts
- **Content:** timing of the topic given COVID, focus on priorities over values

How can we make TeamCity Change Leadership better?

- **Accountability:** putting concepts into practice, application in decision making
- **Content:** more examples, especially what's challenging and not working
- **Community of Practice:** a place for people to work through problems together

Road Testing the Leading Change Model



Breakout 1 – Applying the Model

1.

- What questions do you still have about how to help yourself and others through the change journey?

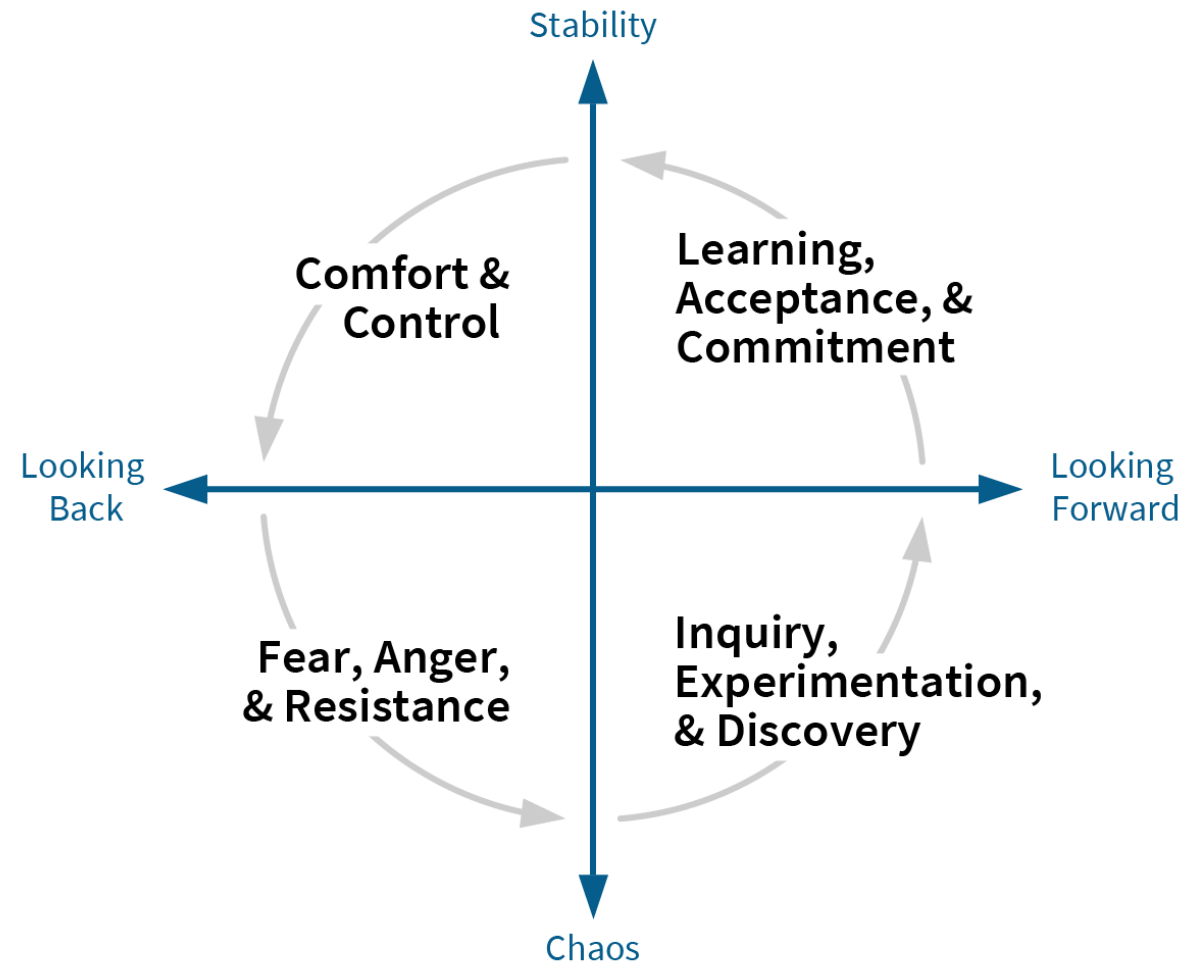
2.

- How might you – practically – use the Leading Change Model with your team and what might interfere with applying the model in your work?

REMEMBER

- ✓ Introductions
- ✓ Assign a Reporter

Road Testing the Leading Change Model



Common Barriers to Practically Implementing the Change Model

- Change Overload
- Culture
- Hierarchy
- Lack of Accountability
- Lack of Walking the Talk
- Leadership Commitment
- Not following City Values
- Time
- Others



Breakout 2 – Addressing Barriers

1.

- What actions could we take individually as leaders to address these barriers?

2.

- What must top leadership do to help mitigate or eliminate these barriers?

REMEMBER

- ✓ Assign a Reporter

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Application & Reflection

- Complete the **Resilience Quotient** and **send results** to Jeff Russell

*The **Resilience Quotient** helps you identify your resilience capacities and provides guidance in how you might strengthen your resilience to deal with future challenges.*

NOTE: The Resilience Quotient materials will be posted to the TeamCity Change Leadership Employeeenet page and distributed via the monthly follow up communication.



OUR CITY OF MADISON

Next Meeting

Monday, 10/11

8:30 – 10:00AM

Focus: Understand the role of resilience in dealing with the challenges of change