

# OUR CITY OF MADISON

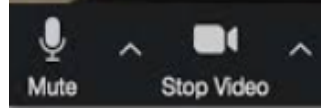


TeamCity Change Leadership  
Session 7: Inquiry, Experimentation,  
and Discovery

# Tech Check



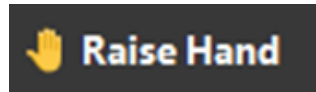
**Rename:** Name, Pronouns, Agency



**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.*

# As we're getting settled . . .



CHAT your  
response

*What's new? Noteworthy projects you're  
working on . . .*

# Introductions, Announcements & Shoutouts!

# Group Agreements

Inclusion as a  
mindset and  
behaviors

Open to  
Growth and  
Change

Be Present  
and Focused

Impact vs.  
Intent

Pause,  
Paraphrase,  
Inquire

Challenge  
unjust systems

Accountable  
for Behaviors

Lead with City  
Values

Share the  
Space

# Today

Time	Topic	Speaker
8:30	Intros, Announcements, Shout-Outs	Terrence
8:40	TCL Feedback	Kara
8:50	Review: Organizational Change Readiness (+ OCRA) <ul style="list-style-type: none"><li>• Application Review &amp; Breakouts</li></ul>	Terrence
9:00	Phase 3: Inquiry, Experimentation, and Discovery	Jeff
9:20	Content Exploration/Integration	Terrence
9:45	City's Priorities to Leading Change	Mayor
9:55	Looking Forward to July	Terrence

*TeamCity Change Leadership – Midyear Check Survey*

*Kara Kratowicz, Performance Excellence Specialist*

# Review: OCRA

## Application/Reflection (10 min)

Introduce

- Name, Your Pronouns, Dept.

Discuss

- How do you rate the level of change readiness for your specific change?
- What actions can leaders and the team take to move your team along in change readiness?

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

# Content Exploration (15 min)

1.

- What are the signs the team has moved into Inquiry, Experimentation, and Discovery?

2.

- How can we prevent backslide into Fear, Anger, and Resistance?

# 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



## Transportation

- Bus Rapid Transit



## Housing

- Availability
- Affordability

## Application & Reflection

As your team searches for solutions . . .

1. What are the **obstacles, setbacks, and disappointments** they'll likely experience?
2. What can you do as a leader to **anticipate and mitigate** the emotional downsides to those challenges?



# OUR CITY OF MADISON

Next Meeting

**Monday, 8/9**

8:30 – 10:00AM

Focus: Understanding,  
Acceptance, and Commitment