



## TeamCity Change Leadership

### Learning Agenda

July 12, 2021 | 8:30 - 10:00 AM

**8:30 Welcome, Announcements, and Shout-Outs**

Terrance Thompson, *Warner Park Facility Manager, Parks Division*

**8:40 Review: Organizational Change Readiness Assessment (OCRA)**

**Reflection Exercise from June: Exploring the results of assessing the level of organizational change readiness in your agency or the City as a whole.**

- Breakout Room Discussion: *How do each of you in your Breakout group rate the level of change readiness in the City and in your agency? What are implications of these scores (for your agencies and for the City as a whole) on change acceptance?*
- *How might leaders act to strengthen change readiness within their teams? How might leaders help strengthen the City's change readiness infrastructure?*

**9:00 Exploring the Third Quadrant of Our Leading Change Model: *Inquiry, Experimentation, and Discovery***

*Jeffrey Russell, Russell Consulting, Inc.*

**9:25 Navigating the Uncertainties and Setbacks to Find the Hidden Opportunities of the *Inquiry, Experimentation, and Discovery* Quadrant of the Leading Change Model**

**Breakout Room**

- Discuss How might you know as a leader that your team members are in this quadrant? What are the signs that tell you that they're working *with* you and with the change to find solutions?
- Explore the actions that formal or informal leaders might take to help their teams stay positive and focused on finding solutions. How might leaders engage their teams in ways that prevent them from sliding back into *Fear, Anger & Resistance*?

**9:45 The Mayor's Priorities**

*Satya Rhodes-Conway, Mayor*

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

**Next Meeting: August 9 | 8:30 – 10 AM | Focus: *Learning, Acceptance, and Commitment – Returning to a New Stability and Completing the Change Cycle***