

# OUR CITY OF MADISON



TeamCity Change Leadership  
Session 2, Forces Driving Change

# As we're getting settled . . .



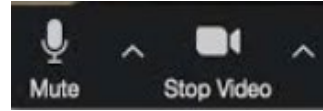
CHAT your  
response

*During the past month, where did the  
word/concept of “values”  
show up in your life?*

# Tech Check



**Rename:** Name, Pronouns, Agency



**Mic and Video Test**



**Chat**



**Raise Hand**

*Old Versions = under Participants*

*New Versions = under Reactions*



**Turn off your VPN**

*Disruption? Try logging out and logging back in again.*

Introductions,  
Announcements &  
Shoutouts!



# AASPIRE

Affirmative Action Student Professionals in Residence

## Virtual Internship Program

2021

Tracy Lomax & Saran Ouk

[AASPIRE@cityofmadison.com](mailto:AASPIRE@cityofmadison.com)

(608) 266-4910



# Benefits: City, Agencies, & Interns



The City of Madison currently employs seven former AASPIRE interns.

AASPIRE aligns with Equity in City operations and Equity within our community.

2021 internships are virtual.

Interns can assist with pending and/or upcoming projects.

Agency Mentors assigned to the AASPIRE intern will gain leadership skills.

AASPIRE provides short-term employment to underrepresented college students, providing exposure to City careers.



Don't delay...Sign-up  
Today!

Sponsorship applications  
deadline extended to  
Friday, 02/12/2021.



DEPARTMENT OF CIVIL RIGHTS

*"STRONG AND COMPASSIONATE LEADERS FOR JUSTICE"*

# TeamCity Change Leader Role



Lead with City  
Values



Support Priorities



Create Culture of  
Innovation &  
Change





# Group Agreements

Additions? Call-outs?

- **Atmosphere** to co-create
- What will help you **thrive**?
- Be together when it gets **challenging**?
- **Expectations** of each other

Inclusion

Growth  
Mindset

Be Present  
and Focused

Assume  
Good Intent

Suspend  
Judgment

Be Open  
and Kind

Good  
Humor

Speak Up



# Group Agreements

Inclusion

Growth  
Mindset

Be Present  
and Focused

Assume  
Good Intent

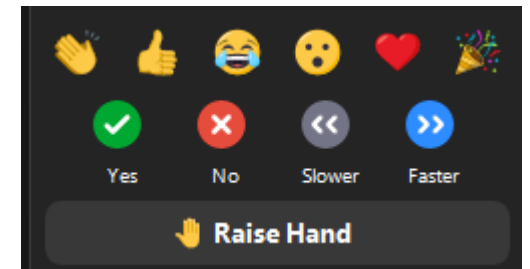
Suspend  
Judgment

Be Open and  
Kind

Good  
Humor

Speak Up

***Additions?  
Clarifications?  
Highlights?***



# Today

Time	Topic
8:30	Intros, Announcements, Shout-Outs
8:45	Review: Values-Based Leadership <ul style="list-style-type: none"><li>• Lightning Talk - Streatery: Madison's Restaurant Recovery Program (<i>Rebecca Cnare, Planning Division</i>)</li><li>• Application Review</li></ul>
9:10	The Forces Driving Change
9:50	City's Priorities to Leading Change Looking Forward

# Last Month's Application/ Reflection

**POLL:** Which Values-Based Leadership Principle did you focus on this month?





# Application/Reflection (10 min)

- Introduce {
  - Name, Your Pronouns, Dept.
- Discuss {
  - Share your experience
- 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

# Forces Driving Change (10 min)

1.

- What are some *forces driving change* in your role or your area?

2.

- *Who else* might be experiencing similar forces driving change?

(3)

- What *org changes* might be needed in response?

# City's Priorities



## COVID-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



## Application & Reflection

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?



# OUR CITY OF MADISON

Next Meeting    **Monday, 3/8**  
8:30 – 10:00AM  
Focus: Leading Change Model