

OUR CITY OF MADISON



TeamCity Change Leadership
Session 4, Comfort & Control

As we are getting settled . . .



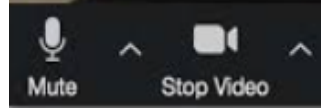
CHAT your
response

*Drop 1 word in the chat that describes
how you are feeling on your own journey
through change*

Tech Check



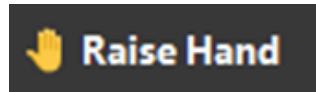
Rename: Name, Pronouns, Agency



Mic and Video Test



Chat



Raise Hand



Turn off your VPN

Disruption? Try logging out and logging back in again.

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

Introductions, Announcements & Shoutouts!



CITY OF **MADISON** *presents*

INCLUSIVE LEADERSHIP CONFERENCE 2021

*Celebrating Difference & Transforming
What it Means to be a Leader*

Topics

- May 6** Disability & Leadership
 - May 13** Trans & Queer Leadership
 - May 20** Women & Leadership
 - May 27** Race & Leadership
- 8:30 am – 2:00 pm via Zoom

Register Today!

www.cityofmadison.com/InclusiveLeadershipConference

Today


Time	Topic
8:30	Intros, Announcements, Shout-Outs
8:40	Review: Leading Change <ul style="list-style-type: none">• Lightning Talk – Working Through Change <i>Brian Grady, Principal Planner</i>• Application Review
9:00	Comfort and Control
9:45	City's Priorities to Leading Change Looking Forward to May



Lightning Talks

Working Through Change

Brian Grady, Principal Planner



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

What “stability” will people likely lose?
What “instability” will be most concerning?

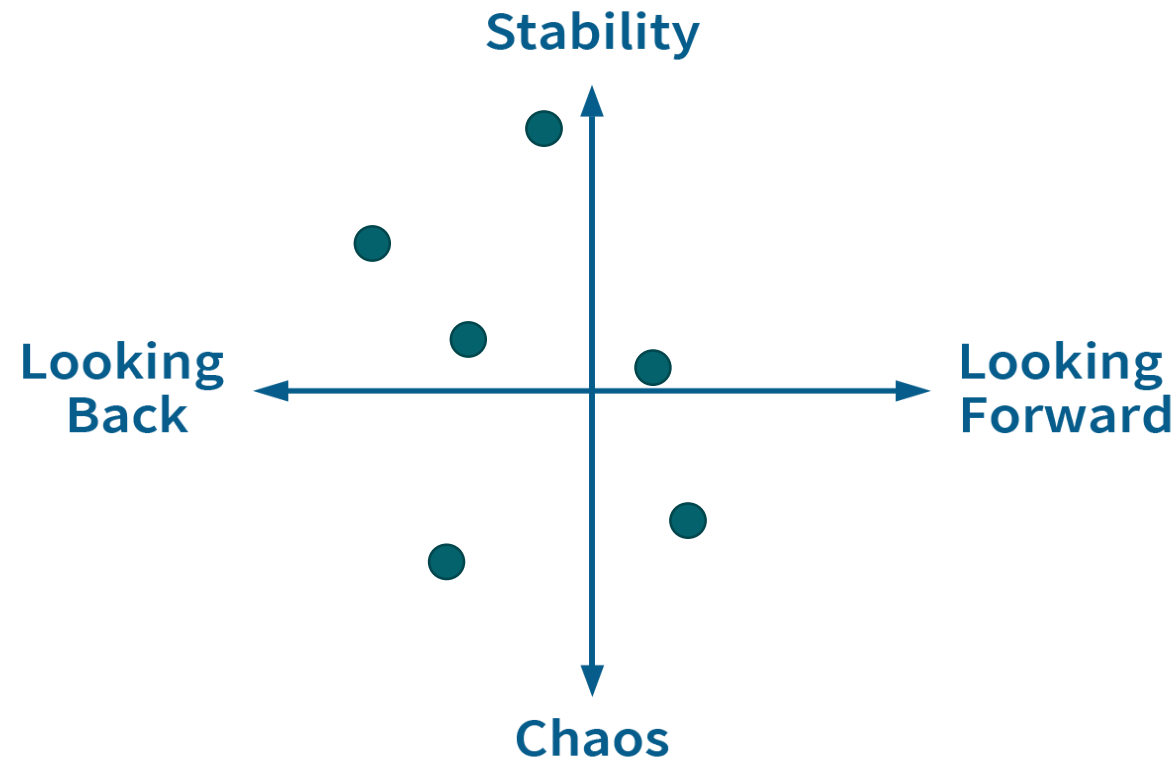
Who is likely to ***cling to the past?***
Who is likely to ***embrace the future?***

Reflection Exercise

1 Year Ago

6 Mo. Ago

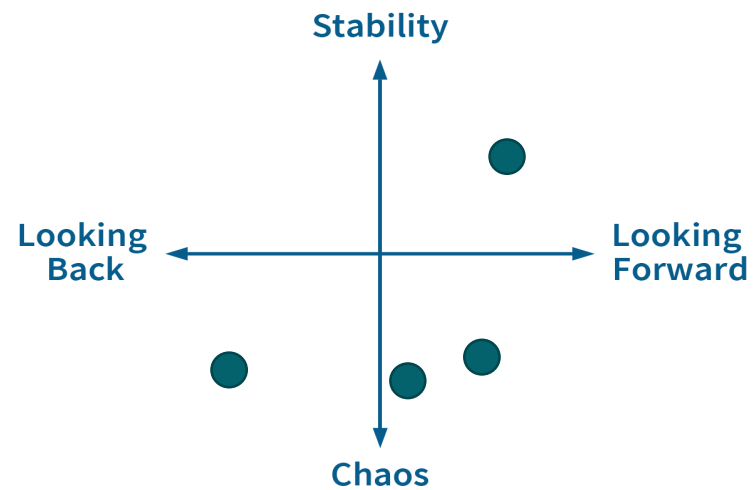
Current



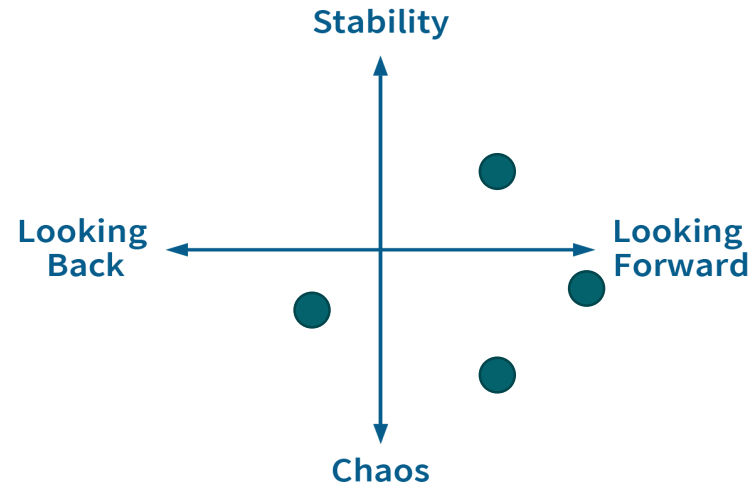
Draw 3

What are you noticing?

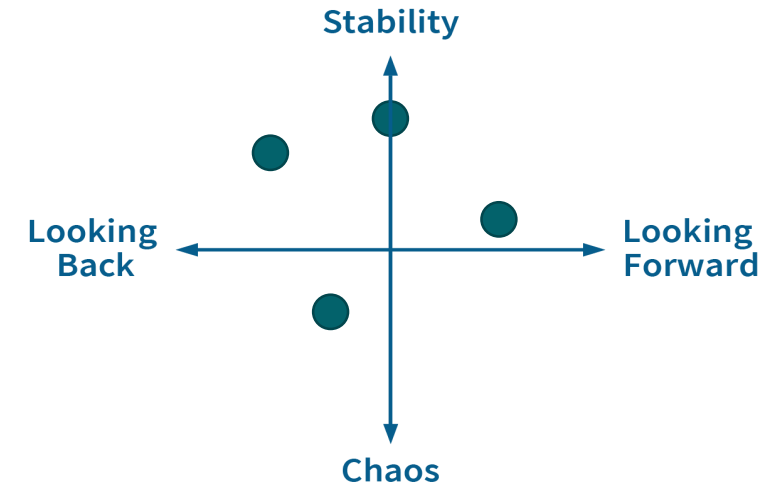
1 Year Ago



6 Mo. Ago



Current



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

Exploring Comfort & Control Stage

1.

- Best way to influence movement out of comfort & control?

2.

- Why is it important to honor and respect when people are in this quadrant? Consequences if we don't?

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 & Discussion

Meet with your team:

1. What have they left behind?
2. What most concerns them as they face a post-COVID future?



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Next Meeting **Monday, 5/10**
8:30 – 10:00AM
Fear, Anger, & Resistance Stage