

OUR CITY OF MADISON



TeamCity Change Leadership
Session 6: Understand Readiness for
Change

As we're getting settled . . .



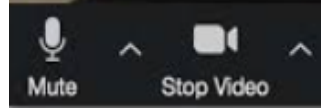
CHAT your
response

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

Tech Check



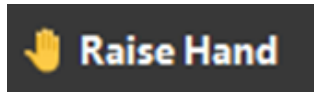
Rename: Name, Pronouns, Agency



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!

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	Binta
8:40	Review: Fear, Anger & Resistance <ul style="list-style-type: none">• Lightning Talk• Application Review & Breakouts	Binta
9:00	Examining the Factors that Influence Change Readiness	Jeff
9:20	Content Exploration/Integration	Binta
9:45	City's Priorities to Leading Change	Mayor
9:55	Looking Forward to July	Binta



Lightning Talks

Fear, Anger, & Resistance: Road Bumps along the Way to Transforming Madison's Fleet Operation

Mahanth Joishy, Fleet Superintendent

Review: Fear, Anger & Resistance

Application/Reflection (10 min)

Introduce

- Name, Your Pronouns, Dept.

Discuss

- What are the causes of resistance to change?
- What actions can leaders and the team take to address concerns and fears about change?

Designate

- 1 person to share during debrief




Notice of Recording

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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. 
 - Which dimensions are likely the strongest in enabling your team's change readiness?
2. 
 - Which dimensions are potentially undermining the level of change readiness of your team?
3. 
 - What actions might you as a leader (formal or informal) take to facilitate great levels of change readiness within your team?

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 & Reflection

Discuss with members of your team:

1. Complete the Organizational Change Readiness Assessment (OCRA) for a specific change
2. Invite your team to do so as well
3. Discuss your OCRA results and the implications for your team



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Next Meeting

Monday, 7/12

8:30 – 10:00AM

Focus: Learning, Acceptance,
and Commitment