TeamCity Change Leadership Sessions

The eleven TeamCity Change Leadership (TCL) development sessions are broadly structured around the Leading Change Model and deeply informed by the Values-Based Leadership principles embraced by the City, the City's core values, and the Mayor's priorities. Each session will be adaptive in response to emergent issues (e.g. hot topics, challenging questions, evolving challenges) that arise during the series.

These sessions will be centered on the things that we as leaders can do to strengthen our community, build the capacities of our employees, build the resilience of our teams, and enable each member of TeamCity Change Leadership to honor, amplify, and respond to the voices of frontline City employees.

| Date	Focus/Content
January 11	Introduction to the TeamCity Change Leader Development Sessions – Includes: **Mayor's challenge,** review of **Values-Based Leadership** principles, overview of the **sessions** and expectations
February 8	What are the **forces driving change** within the City and are these changes likely to impact various aspects of City government and its operations?
March 8	Introduce the **Leading Change Model** as the foundation of our work as leaders. Examine the work of leaders within the model and the role that **resilience** plays in helping people navigate change.
April 12	Understand the dynamics of "**Comfort and Control**" and the work of a change leader in creating a felt need for change.
May 10	Characteristics of "**Fear, Anger, and Resistance**" and the work of a change leader during this stage. Honoring resistance and understanding its origins. Strategies for surfacing/exploring anxieties.
June 7	Understand readiness for change. The dimensions of change readiness. How change readiness influences people's journey through the change process. Introducing the **Organizational Change Readiness Assessment** (OCRA).
July 12	The paradoxical/yin-yang nature of "**Inquiry, Experimentation, and Discovery**." The leader's work: supporting a forward orientation amid setbacks/disappointments.
August 9	Explore the reinforcing strategies of the "**Learning, Acceptance, and Commitment**" stage of the Leading Change Model. Solidifying the gains and planting the seeds for the next change.
September 13	The **Change Acceptance Curve** – examine leadership strategies for people all along the Change Acceptance Curve. The role of clear, consistent communication throughout the change process to help move people toward embracing the change.
October 11	Revisit and amplify the role of **resilience** in helping people navigate change. The factors that influence our resilience capacities. The leader's work in supporting employee resilience.
December 13	Explore the key **insights, Aha's! and lessons learned** from these TeamCity Change Leadership Development sessions. Identify the **future learning agenda** for TeamCity Change Leaders in 2022. The **Mayor's priorities and her challenge** for TeamCity Change Leaders in 2022.

Web https://www.cityofmadison.com/employeenet/performance-excellence/teamcity-change-leadership
Email TCL@cityofmadison.com

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OUR **MADISON**
INCLUSIVE, INNOVATIVE & THRIVING

OUR MISSION is to provide the highest quality service for the common good of our residents and visitors.
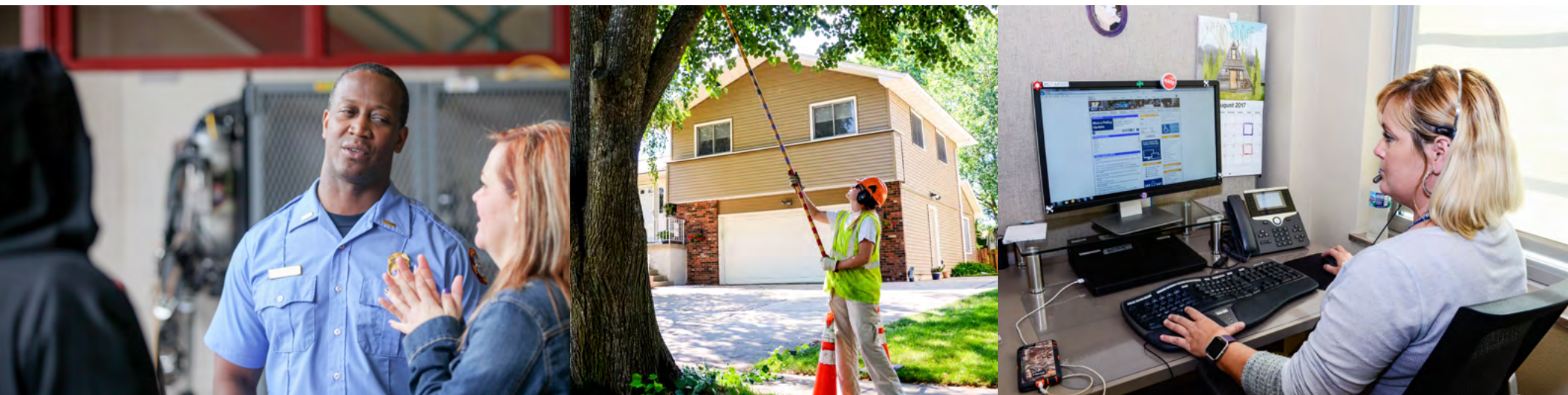
OUR VALUES

Equity
We are committed to fairness, justice, and equal outcomes for all.

Civic Engagement
We believe in transparency, openness, and inclusivity. We will protect freedom of expression and engagement.

Well-Being
We are committed to creating a community where all can thrive and feel safe.

Shared Prosperity
We are dedicated to creating a community where all are able to achieve economic success and social mobility.

Stewardship
We will care for our natural, economic, fiscal, and social resources.

OUR SERVICE PROMISE

I have the highest expectations for myself and my fellow employees. Every day, I will:

- Serve coworkers and members of the public in a kind and friendly manner.
- Listen actively and communicate clearly.
- Involve those who are impacted before making decisions.
- Collaborate with others to learn, improve, and solve problems.
- Treat everyone as they would like to be treated.

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