

OUR CITY OF MADISON



TeamCity Change Leadership
Session 5: Fear, Anger, & Resistance

As we're getting settled . . .

*During the last month,
tell us what keeps you motivated to move
through change.*

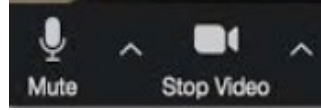


CHAT your
response

Tech Check



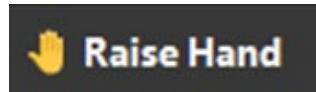
Rename: Name, Pronouns, Agency



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!

TeamCity Change Leader: Our Roles



Lead with City
Values



Support Priorities



Create Culture of
Innovation &
Change



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
8:30	Intros, Announcements, Shout-Outs
8:45	City's Priorities to Leading Change
8:55	Review: Comfort & Control <ul style="list-style-type: none">• Application Review
9:10	Fear, Anger, and Resistance
9:55	Looking Forward to June

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 (8 min)

Introduce

- Name, Your Pronouns, Dept.

Discuss

- What kind of conversations do we need in the workplace regarding a post-pandemic future?

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

Topic (15 min)

1.

- How are you feeling about current changes?

2.

- How can we understand and empathize with colleagues when they are experiencing anxiety, fear, and or frustration around change?

Application & Reflection

Discuss with members of your team:

1. What are some **causes of resistance**?
2. What actions might we take to **address concerns and fears** about change?



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Next Meeting

Monday, 6/7

8:30 – 10:00AM

Focus: Organizational Change
Readiness