

PUBLIC EXECUTIVE LEADERSHIP ACADEMY

WHEREVER YOU LEAD

WE'LL MEET YOU THERE

PROGRAM AGENDA

Part 1: July 11-14, 2022

Sunday, July 10

4:30–5:30

6:00–8:30

Monday, July 11

8:30–10:30

10:30–10:45

10:45–12:15

12:15–1:15

1:15–3:15

3:15–3:30

3:30–5:00

Tuesday, July 12

8:30–9:00

9:00–12:00

12:00–1:00

1:00–1:30

Orientation

Arrival and Check-in

Graduate Hotel Chapel Hill

Orientation, Dinner, and Park Bench

Graduate Hotel

Setting the Context for the PELA Experience

Learning Objectives

- Understand the concept of adaptive change and how it is different from technical change.
- Discuss the changing roles of municipal and county managers and their professional staff members in leading adaptive change in the community or region.
- How will our nation's shifting demography shape our future?
- What tools and skills will you need to weather the turbulence and uncertainty we are almost sure to face in the future?
- Does your community have reputational equity?

The PELA Perspective

Carl Stenberg

Break

Adaptive Leadership in Times of Significant Change

Carl Stenberg

Lunch

Leading and Managing in an Era of Disruptive Demographics

& "Certain-Uncertainty"

James Johnson

Break

Learning Team Debriefings (Heifetz & Linsky)

PELA Faculty

Dinner on your own

Innovation

Learning Objectives

- Determine how to build organizational capacity for innovation.
- Understand how action learning with peers can be used to foster adaptive change in communities.

Learning Team Spotlight

Team 1

Innovation in Local Government

Mitch Sava

Lunch

Action Learning and Peer Consultation

Carl Stenberg



SCHOOL OF GOVERNMENT

Center for Public Leadership and Governance

1:30–4:00

Learning Team Meetings—Adaptive Change Projects PELA Faculty

Learning Team Dine-Around

Wednesday, July 13

Leadership and Change

Learning Objectives

- *Understand how systems thinking can help address complex problems.*
- *Understand what is involved in making change.*
- *Explore strategies to move people through change.*
- *Apply these concepts to influence and sustain successful change in your communities.*
- *Understand why leading across boundaries is an essential skill for today's leaders.*
- *Understand how to build community connection.*
- *Learn how to address policy problems through collaborative partnerships.*

8:30–9:00

Learning Team Spotlight

Team 2

9:00–10:15

Using Systems Thinking to Tackle Complex Problems Kim Nelson

10:15–10:30

Break

10:30–12:00

Understanding the Context for Change Lydian Altman

12:00–1:00

Lunch

1:00–3:30

Community Building and Developing Productive Partnerships

Lee Worsley

4:30–7:30

Leadership Adventure

Thursday, July 14

Charting a Course in a Stormy Sea

Learning Objectives

- *Understand the impact of disruptive forces on organizational stability and the resultant importance of “networked leadership.”*
- *Understand the growing gap between politics (what we want to do) and administration (what we can do) and how the gap is affecting roles, structures, and engagement.*
- *Recognize the conflicting value choices that underly policymaking and administration.*
- *Appreciate contrasting political and administrative mindsets.*
- *Use art to apply creativity to your leadership philosophy.*

8:30–9:00

Learning Team Spotlight

Team 3

9:00–12:00

Governing in a Disruptive Environment:
Leadership Challenges

John Nalbandian

The Local Government Imperative

Bob O’Neill

12:00–1:00

Lunch

1:00–4:00

High Performance Government

Bob and John

4:00–5:00

A Conversation with Bob and John

Bob and John

5:30–7:00

Team Building Adventure

Friday, July 15

Sustaining Yourself as a Community Leader

Learning Objectives

- Explore personal change style preferences, what it means for you and others, and how it influences individual tendencies for navigating change.
- Learn how to productively engage with others who have different change style preferences.
- Discern how managers spend their professional and personal time, who they turn to for support, and what changes they want to make.
- Develop strategies for helping managers through adaptive change processes and for building personal and social infrastructure.
- Learn practical tools and mindsets to help you become more personally resilient
- Understand how to avoid burnout by recognizing the signs and what actions to take
- Build deeper relationships with other individuals experiencing similar challenges

8:30–9:00

Learning Team Spotlight

Teams 4 & 5

9:00–12:00

How Personal Preferences for Change Show Up

Lydian Altman

12:00–1:00

Lunch

1:00–3:30

Taking Care of Ourselves: Building Resilience,
Avoiding Burnout

Robert Goldberg

3:30–4:00

Wrap-up

Carl Stenberg
Kim Nelson

Adjourn Until August

PROGRAM AGENDA

Part 2: August 8-12, 2022

Sunday, August 7

5:00–6:30

Welcome Back

Welcome Back Reception and Dinner
School of Government
or Graduate Hotel Bar/Outside

Monday, August 8

Crisis Communications / Economic Equity

Learning Objectives

- Comprehend the role of multiple media outlets in the community change process, and how citizens and groups use technology to convey information and views and gather information in a crisis.
- Identify and practice strategies for using the news media and social media to get the professional staff's message across to the public during a crisis and for building positive relations with the media.
- Distinguish ways to help improve framing and communicating the governing board's message to the public through news media and social media.

8:30–11:30
11:30–12:30
12:30–2:00
2:00–2:15
2:15–4:30

- *Discuss roles and responsibilities of local government managers in promoting economic equity.*

Crisis Communications: Part I Mark Weaver
Learning Team Lunch: Change Project Check-in PELA Faculty
Crisis Communications: Part II Mark Weaver
Break
Growth, Development, and Economic Equity Tyler Mulligan
Jonathan Morgan
Dinner on Your Own

Tuesday, August 9

Equity / Collaborative Process Skills

Learning Objectives

- *Develop skills for facilitative leadership.*

8:30–9:00
9:00–12:00
12:00–1:00
1:00–4:15
4:30
5:00–7:30

Learning Team Spotlight Teams 1-2
How to Build Equity into Your Organization Kimalee Dickerson
Lunch
Facilitation-Collaboration Skills John Stephens
Bus departs
Leadership Adventure: Life and Science Museum
“The Amazing PELA Race”
Reception in The Butterfly House

Wednesday, August 10

Practicing Collaborative Process Skills / Equity

Learning Objectives

- *Practice collaborative problem-solving skills for three phases of meetings: divergent thinking, the “Groan Zone,” and convergent thinking.*
- *Connect equity concepts with leadership actions.*
- *Become aware of intrinsic biases and how you and others are affected.*
- *Identify strategies to build equity into a local government.*
- *Increase understanding of structural inequities and how individuals and communities are affected.*

8:30-12:30
12:30–1:30
1:30–4:30
4:45-5:45

Stakeholder Collaboration Simulation John Stephens
Lunch
Being an Equitable and Inclusive Leader Susan Gooden
Debrief, Connections to Adaptive Change Projects John Stephens

Thursday, August 11

Framing and Communicating Your Message

Learning Objectives

- *Comprehend the role of multiple media outlets in the community change process, and how citizens and groups use technology to convey information and views.*
- *Identify and practice strategies for using the media to get the local government’s message across to the public and for building positive relations with the media.*
- *Practice active listening as a leadership imperative.*
- *Gain insight into the power of reframing an issue.*

8:30–9:00
9:00–12:00
12:00–1:00
1:00–4:00

Learning Team Spotlight
Positive Communication Strategies
Lunch
Getting Your Message Across

Team 3-4
Willow Jacobson

Valonda Calloway,
“The TV Lady®”

Celebration Dinner

Friday, August 12

8:30–9:00
9:00–10:30
10:30–10:45
10:45–12:00
12:15–2:00

Graduation Day

Learning Team Spotlight
Learning Team Final Meetings
Break and Graduation Pictures
Park Bench Reflections
Graduation, The Carolina Club

Team 5
PELA Faculty

Michael Peoples, NCCCMMA President and City Manager, City of Gastonia