

ALUMNI LEADERSHIP CONFERENCE AGENDA

October 29–30, 2020

The LGFCU Fellows Alumni Leadership Conference is organized around three concurrent break-out tracks. Participants will have the chance to attend sessions from any track throughout the course of the conference as well as participation in an optional pre-conference workshop on cyber-security.

Pre-Conference Workshop | Tuesday, October 27

1–4:00 pm **Cybersecurity for Leaders**
Shannon Tufts

Breakout Tracks



Thursday, October 29

11–11:30 am **Welcome from the School of Government and LGFCU**

11:30 am–12:30 pm **Plenary Session | “Courageous Humility: Leading with Resilience in These Challenging Times”**

Bonnie St. John Paralympic Ski Medalist, Fortune 500 Business Consultant, Rhodes Scholar, Former White House Official and Best-Selling Author

12:30–1:15 pm **Lunch**

1:15–2:30 pm **Breakout Session #1**

When Conversations Derail and How to Get Them Back on Track
Beth High

Doing the Work: Introspective Practices for Equity and Inclusion in the Workplace
Tia Gaynor and Brandi Blessett

Not Just the Usual Suspects: Cause and Effect Analysis
Dale Roegnik

2:30–2:45 pm **Break**

2:45–4:15 pm **Breakout Session #2**

“7 LPI® Behaviors to Guide You Through Turbulent Times”
Jo Bell and Donna Warner

Living Our Mission Statements: Practical Applications in Diversity, Equity, and Inclusion
Siri Russell

Employing a Growth Mindset to Enhance Local Government Outcomes
Jenny Heckscher

- 4:15–4:30 pm **Break**
- 4:30–5:15 pm **Networking Session | “YES AND... A Fellows Mixer”**
Andrew Aghapour and Paula Pazderka
*This session is open only to those who have already participated in an LGFCU Fellows Cohort.

Friday October 30th

- 8:45–9:15 am **Welcome Back | Mindfulness and Movement**
Rebecca Drake

9:20–10:50 am **Breakout Session #3**

Real Talk with Jeff Richardson
Jeff Richardson

Creating and Leading a Subculture in Your Organization
Cullen Merritt

Five Forces Reshaping North Carolina Amid and Beyond COVID-19: The Opportunities and Challenges for Response
Anita Brown-Graham

- 10:50–11 am **Break**
- 11 am–12 pm **Closing Session | “What do I do with all of this... identifying actions and strategies to put into practice”**
Willow Jacobson
- 12 pm–12:30 pm **LGFCU Fellows Alumni Wrap-up Session***
*This session is open only to those who have already participated in an LGFCU Fellows Cohort.

BREAKOUT SESSION DESCRIPTIONS

When Conversations Derail and How to Get Them Back on Track • Beth High

We have all had those conversations that haunt us for days. This session explores how to repair the damage to rebuild the relationship and prevent that from happening again. Bring your favorite train wreck conversation with you!

Doing the Work: Introspective Practices for Equity and Inclusion in the Workplace • Tia Gaynor and Brandi Blessett

In this session, participants engage in grounding exercises to introduce language and concepts for inclusion and equity in the workplace. Our personal lives cannot be compartmentalized from our professional lives, because they inform one another. So, it becomes imperative to understand how our personal lives influences our professional identity. Introspection enables personal growth and change in order to develop approaches that can help institutionalize equity and inclusion in the workplace.

Not Just the Usual Suspects: Cause and Effect Analysis • Dale Roenigk

When we try to fix problems, we often have a tendency to assume the problem is caused by a set of the usual suspects: the things we always assume cause our problem or are familiar. But we really need to challenge this if we want to be effective in improving our results. Cause and effect analysis is a fundamental tool for process improvement. Failure to consider the likely causes risks spending your effort where it will not actually move the dial. In this session we'll cover the basics of why you should do cause and effect analysis, three of the key ways people use this analysis, and practice doing this in an easy to implement group process using post-it notes to drive your effort. And we'll do it virtually, so you don't need your own post-its.

7 LPI® Behaviors to Guide You Through Turbulent Times •

Jo Bell and Donna Warner

Faced with the magnitude of our radically altered lives in our communities, our families, our routines, and our jobs, it is vital to be clear who you are as a leader, to respect people and show empathy, to express belief in others, to involve them in decisions, and to be a beacon of hope. Of the 30 LPI® Behaviors, there are seven that will serve as a compass for you to navigate through tumultuous challenges and turbulent times. Join us as we explore these leadership behaviors and learn how to apply them in your life.

Living Our Mission Statements: Practical Applications in Diversity, Equity and Inclusion • Siri Russell

This session will focus on how to get the ball rolling on putting DEI efforts into practice in local government settings (at varying resource levels). This interactive and engaging session will explore how to frame and maintain a productive DEI conversation.

Employing a Growth Mindset to Enhance Local Government Outcomes •

Jenny Heckscher

This session will give participants an understanding of innovation and growth mindsets, while guiding them through conversations and activities that will help them identify means of experimentation through innovation solutions, barriers and enablers to innovation, and the leading innovation practices in local government.

Real Talk with Jeff Richardson •

Jeff Richardson

“Welcome to the 235th day of the State of Emergency. In this interactive session participants will explore with Jeff Richardson what it means to lead at this unprecedented time for local government. As a leader in local government, how’s it going? What is the framework of evaluation of that question given our unprecedented and unpredictable world. What does success look like? ICMA suggests that “the most effective leaders anticipate where the community is headed and see changes before others do? “For real? Who can even remember what day this is? Jeez, lots to talk about and lots to explore.”

Creating and Leading a Subculture in Your Organization • Cullen Merritt

Developing practical ways to create and lead subcultures in organizations (or organizational units/divisions) has positive implications for social equity, inclusion, and leadership in local government agencies. This session will engage attendees in an exercise and discussion on the specific ways to create and productively engage and lead a subculture, a subset of employees committed to a particular set of values and beliefs. By the end of this session, attendees will be better equipped to identify and address the primary sources of organizational dysfunction and lead a subculture in ways that advance the public good

Five Forces Reshaping North Carolina Amid and Beyond COVID-19: The Opportunities and Challenges for Response • Anita Brown-Graham

This interactive session will explore five key drivers of change in NC. Participants will weigh relative benefits and costs for possible community responses and consider what the drivers mean for their own leadership.