

PROGRAM AGENDA

Week One: July 12-16, 2021

Sunday, July 11 Orientation

4:30-5:30	Arrival and Check-in Graduate Chapel Hill
6:00-8:30	Orientation, Dinner and Park Bench Graduate Chapel Hill

Monday, July 12 The Dynamics of Changing Communities & the PELA Experience

Learning Objectives:

- *See local community change opportunities (the cases participants have identified) as complex situations involving competing values and that require “adaptive change” to address.*
- *Discuss the changing roles of municipal and county managers and their professional staff members in leading adaptive change in the community or region.*
- *Identify the top intergovernmental trend “drivers” that affect local governments.*
- *Learn and apply the mindfulness tool.*

Schedule:

8:30-10:00	The PELA Perspective Part I—Community Leadership and Adaptive Change <i>Carl Stenberg</i>
10:00-10:15	Break
10:15-12:30	Disruptive Demographic Trends <i>Jim Johnson</i>
12:30-1:30	Lunch
1:30-2:30	Understanding Mindfulness <i>Robert Niederman</i>
2:30-2:45	Break
2:45-3:15	Action Learning and Peer Consultation <i>Rick Morse</i>
3:15-5:30	Learning Team Meetings <i>PELA Faculty</i>
	Dinner on Your Own

Tuesday, July 13 Management, Leadership, and Innovation

Learning Objectives:

- *Determine how to build organizational capacity for innovation.*
- *Learn and practice a strengths-based approach to address organizational challenges.*
- *Gain insight into the power of reframing an issue.*

Schedule:

8:30-9:30	The PELA Perspective Part II—Community Leadership and Adaptive Change
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Carl Stenberg

9:30-12:00	Innovation in Local Government <i>Mitch Sava</i>
12:00-1:00	Lunch
1:00-1:15	Practicing Mindfulness <i>Kim Nelson</i>
1:15-5:00	Positive Communication Strategies <i>Willow Jacobson</i>
	Learning Team Dine-Around

Wednesday, July 14 Leading Your Community Through Change

Learning Objectives:

- *Understand the four stages of transition.*
- *Pinpoint where you are/will be for a transition that is important to you (Community Change Project).*
- *Learn tools you can use to lead others through a change.*
- *Understand the qualities of an adaptive organization.*
- *Grasp the “human equation” in leadership—how to understand and deal with different types of people.*

Schedule:

8:30-8:45	Mindfulness Moment <i>Kim Nelson</i>
8:45-9:30	Leadership Dialogue <i>Carl Stenberg</i>
9:30-11:30	Navigating Change and Building an Adaptive Culture <i>Lydian Altman</i>
11:30-12:00	Working Lunch
12:00-3:00	Cultural Competency <i>Susan Gooden</i>
3:15-7:30	Team Building Adventure – Cooking School
7:30	Return to School of Government

Thursday, July 15 Roles, Responsibilities, and Values of Local Government Professionals

Learning Objectives:

- *Recognize the different responsibilities, roles, values, and perspectives of elected officials and local government professionals.*
- *Grasp the key characteristics of politics and administration.*
- *Discern the leadership skills for the 21st century manager.*
- *Explore the role of a professional manager as local leader.*
- *Discuss the conflicting value choices that underlie policy-making and administration.*

Schedule:

8:30-8:45	Mindfulness Moment <i>Kim Nelson</i>
8:45-9:15	Leadership Dialogue (Cooking School debrief) <i>Lydian Altman</i>

9:15-12:15	The Local Government Imperative <i>Bob O'Neill</i>
12:15-1:00	Lunch
1:00-4:00	High Performing Governance: Bridging the Gap between Political Acceptability and Administrative Sustainability <i>John Nalbandian</i>
4:15-6:00	A Conversation with Bob and John School of Government

Friday, July 16	Sustaining Yourself as a Community Leader
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Learning Objectives:

- *Discern how managers spend their professional and personal time, who they turn to for support, and what changes they want to make.*
- *Learn tools for building your resilience during times of intense change.*
- *Develop strategies for helping managers through adaptive change processes and for building personal and social infrastructure.*

Schedule:

8:30-8:45	Mindfulness Moment
8:45-10:45	Contemporary Trends and Leadership Challenges in Local Government <i>John Nalbandian</i>
10:45-11:00	Break
11:00-12:30	Building Your Personal Infrastructure <i>George Manning</i>
12:30-1:30	Learning Team Lunch
1:30-3:00	Building Your Personal Infrastructure <i>George Manning</i>
3:00-3:15	Break
3:15-4:00	Wrap-up <i>Kim Nelson and Carl Stenberg</i>

PROGRAM AGENDA

Week Two: August 9-13, 2021

Sunday, August 8 **Welcome Back**

4:30-5:30

Arrival and Check-in

6:00-7:00

Welcome Back

Graduate Chapel Hill

Monday, August 9 **Practicing Collaborative Process Skills**

Learning Objectives:

- *Develop skills for facilitative leadership.*
- *Develop problem identification skills and practice collaborative problem-solving skills.*
- *Understand how systems thinking can be used to identify and diagnose problems and develop solutions.*
- *Explore collaborative process skills in the context of a simulation/role-play.*
- *Learn the process to map stakeholders.*

Schedule:

8:30-8:45

Practicing Mindfulness

Kim Nelson

8:45-10:15

Using Systems Thinking to Tackle Wicked Problems

Kim Nelson

10:15-10:30

Break

10:30-12:00

Identifying and Convening Stakeholders

John Stephens

12:00-1:00

Lunch

1:00-2:00

Positions and Interests

John Stephens

2:00-2:15

Break

2:15-3:15

Creating Options

John Stephens

3:15-3:30

Break

3:30-4:30

Seeking Agreements

John Stephens

4:30-5:00

Debrief, Connections to Community Change Projects

John Stephens

Dinner on Your Own

Tuesday, August 10 Equity and Teamwork

Learning Objectives:

- Discuss roles and responsibilities of local government managers in promoting economic equity.
- Learn to work as a team amidst challenging circumstances.
- Use peer, subordinate, and supervisory feedback to begin creating a leadership development plan.

Schedule:

8:30-8:45	Practicing Mindfulness Kim Nelson
8:45-11:00	Growth, Development, and Economic Equity Tyler Mulligan and Jonathan Morgan
11:00-1:30	Working Learning Teams Lunch and Peer Consultation Check-in
1:30-3:15	Consultation with Coaches on Individual 360 Results
3:30	Leadership Adventure: Life and Science Museum, "Amazing PELA Race"
7:00	Return to the School of Government

Wednesday, August 11 Cultivating Self Awareness and Cultural Competency

Learning Objectives:

- Become aware of intrinsic biases and how you and others are affected.
- Identify strategies to minimize bias.
- Learn how to become more self aware.

Schedule:

8:30-8:45	Practicing Mindfulness Kim Nelson
8:45-9:15	Leadership Dialogue: Debrief Amazing Race Mitch Sava and Carl Stenberg
9:15-10:15	Power and Privilege Elizabeth Dickinson
10:15-10:30	Break
10:30-12:30	Understanding Self Elizabeth Dickinson
12:30-1:30	Lunch
1:30-4:30	Taking Care of Ourselves: Building Resilience, Avoiding Burnout Robert Goldberg
5:30-7:00	Leadership Adventure: Ackland Art Museum

Thursday, August 12 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.

Schedule:

8:30-8:45	Practicing Mindfulness Kim Nelson
8:45-9:00	Leadership Dialogue <i>Carl Stenberg</i>
9:00-12:00	Crisis Communications <i>Mark Weaver</i>
12:00-1:00	Lunch
1:00-5:00	Getting Your Message Across <i>Sharon Delaney and Melanie Sanders</i>
6:00-7:30	Celebration Dinner

Friday, August 13

Graduation Day

Schedule:

9:00-10:30	Learning Team One-on-One Meetings
10:30-11:00	Graduation Pictures
11:00-11:45	Park Bench <i>Reflections on PELA</i>
12:00-2:00	Graduation The Carolina Club <i>Martha Paige, NCCCMA President and Town Manager, Morrisville</i>