

# PUBLIC EXECUTIVE LEADERSHIP ACADEMY

WHEREVER YOU LEAD  
**WE'LL MEET YOU THERE**

## PROGRAM AGENDA

Part 1 (Virtual): August 16-24, 2021

### Monday, August 16

#### The Dynamics of Changing Communities & the PELA Experience

- *Introduce the PELA Class of 2021 and the PELA faculty.*
- *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.*

9:00–11:00

Orientation

Carl Stenberg

11:00–11:15

Break

11:15–12:15

The PELA Perspective

Carl Stenberg

12:15–1:15

Lunch Break

1:15–3:15

Team Building Event

### Tuesday, August 17

#### Adaptive Leadership in Times of Significant Change

- *Identify the top demographic trend “drivers” that affect local governments.*
- *Understand how action learning with peers can be used to foster adaptive change in communities.*

9:00–11:00

Disruptive Demographic Trends

Jim Johnson

11:00–11:15

Break

11:15–12:00

Action Learning and Peer Consultation

Rick Morse

12:00–1:00

Lunch Break

1:00–3:00

Learning Team Meetings—Discuss your Adaptive Change Project



SCHOOL OF GOVERNMENT

Center for Public Leadership and Governance

9:00–9:30

9:30–11:00

11:00–11:15

11:15–12:15

12:15–1:15

1:15–3:15

### Wednesday, August 18 Leadership and Change

- *Understand how change happens and what people experience during change.*
- *Consider what makes organization adaptive.*
- *Learn tools you can use to lead others through change.*
- *Discern the leadership skills for the 21st century manager.*
- *Explore the role of a professional manager as local leader.*

#### Learning Team Meetings

Building an Adaptive Leadership Culture Lydian Altman

Break

Building an Adaptive Leadership Culture Lydian Altman

Lunch Break

The Local Government Imperative Bob O'Neill

### Thursday, August 19 Economic Equity

- *Discuss roles and responsibilities of local government managers in promoting economic equity.*
- *Use art to apply creativity to your leadership philosophy.*

9:00–9:30

9:30–12:00

12:00–1:00

1:00–3:00

#### Learning Team Meetings

Growth, Development, and Economic Equity Tyler Mulligan  
Jonathan Morgan

Lunch Break

Team Building Event

### Friday, August 20 - Monday, August 23

No Class Sessions

9:00–9:30  
9:30–11:15  
11:15–12:00  
12:00–1:30  
1:30–3:00

**Tuesday, August 24      Crisis Communications**

- *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 professional staff's message across to the public 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 the media.*

**Learning Team Meetings**

**Crisis Communications, Part I** Mark Weaver

**Lunch Break**

**Crisis Communications, Part II** Mark Weaver

**Learning Team Meetings**

9:00–9:30  
9:30–11:30  
11:30–12:30  
12:30–2:30  
  
2:30–3:00

**Wednesday, August 25      Innovation and Part 1 Wrap-Up**

- *Determine how to build organizational capacity for innovation.*
- *Discuss themes from PELA 2021, Part 1 and how they will connect to concepts in Part 2.*

**Learning Team Meetings**

**Innovation in Local Government** Mitch Sava

**Lunch Break**

**Putting it All Together: PELA Take-Aways** Learning Teams &  
Faculty Leaders

**Wrap-Up** Kim Nelson &  
Carl Stenberg

# PUBLIC EXECUTIVE LEADERSHIP ACADEMY

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## PROGRAM AGENDA

Part 2 (In-Person): September 20-24, 2021

**Sunday, September 19**

**Welcome Back**

**5:00–6:30**

**Welcome Back Reception and Dinner**

School of Government Tent

**Monday, September 20**

**Practicing Collaborative Process Skills**

- *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.*

**8:45–10:15**

**Using Systems Thinking to Tackle Wicked Problems**

Kim Nelson

**10:15–10:30**

**Break**

**10:30–11:45**

**Facilitation-Collaboration Skills**

Rick Morse  
John Stephens

**11:45–12:45**

**Lunch Break**

**12:45–5:00**

**City Park Stimulation**

Rick Morse  
John Stephens

**5:00–5:15**

**Break**

**5:15–5:45**

**Debrief, Connections to Adaptive Change Projects**

Rick Morse  
John Stephens

**5:45**

**Learning Team Dine-In**

SOG Tent



SCHOOL OF GOVERNMENT

Center for Public Leadership and Governance

8:45–9:15  
9:15–12:00  
  
12:00–1:00  
1:00–4:00  
4:00–7:00

## **Tuesday, September 21**

## **Equity and Awareness**

- *Become aware of intrinsic biases and how you and others are affected.*
- *Identify strategies to minimize bias.*
- *Role modeling cultural humility.*
- *Practice active listening as a leadership imperative.*
- *Move from openness to commitment.*

### **Learning Team Meeting**

#### **Understanding Personal Bias:**

#### **Openness Does Not Equal Commitment**

Paul James

#### **Lunch Break**

#### **Being an Inclusive Leader**

Susan Gooden

#### **Leadership Teambuilding Event**

## **Wednesday, September 22**

## **Roles, Responsibilities, and Values of Local Government Professionals**

- *Recognize the different responsibilities, roles, values, and perspectives of elected officials and local government professionals.*
- *Grasp the key characteristics of politics and administration.*
- *Discuss the conflicting value choices that underlie policymaking and administration.*
- *Understanding the impact of disruptive forces on organizational stability.*

8:45–9:30

#### **Teambuilding Debrief**

Kim Nelson

Mitch Sava

9:30–12:00

#### **Governing in a Disruptive Environment**

John Nalbandian

12:00–1:00

#### **Lunch Break**

1:00–3:00

#### **Values and Reconciliation**

John Nalbandian

PELA Alumni

3:00–4:00

#### **Reception**

SOG Tent

## Thursday, September 23

### Framing and Communicating Your Message

- *Comprehend the role of multiple media outlets / 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.*

8:45–9:00

Breakfast and Check-In

9:00–12:00

Positive Communication Strategies

Willow Jacobson

12:00–1:00

Lunch Break

1:00–4:00

Getting Your Message Across

Sharon Delaney

Melanie Sanders

Dinner on Your Own

## Friday, September 24

### Graduation Day

8:45–10:30

Connecting the PELA Dots

Kim Nelson

Carl Stenberg

10:30–10:45

Graduation Pictures

11:00–12:00

Park Bench

Reflections on PELA

12:15–2:00

Graduation for PELA Class of 2021

SOG Tent