

Title of Workshop: “Promoting Adaptive Change in a Disruptive World”

Presenter: Dr. Frank Benest, former City Manager of Palo Alto, CA, and ICMA Senior Advisor for Next Generation Initiatives

Workshop Description:

This four-hour interactive session explores the need for all local government organizations to adapt over time by creating a culture that values and promotes learning and risk-taking. The workshop includes presentations, participant exercises, critique of a case study, and a reaction panel.

Topics will include:

- *The importance of learning and adaptation in times of accelerating and discontinuous change
- *Differentiating between technical and adaptive challenges
- *Indispensable competencies for leaders in a disruptive world
- *Next generation values and the new social contract with employees
- *Key issues in promoting a culture of continuous learning
- *Hiring and promoting for learning agility
- *Cultivating “growth mindsets”
- *Seven practical and cost-effective strategies to promote learning and adaptive change