



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**

Office of Family Assistance | 330 C Street, S.W., Washington, DC 20201  
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## LASER TLC June Collective TA Session

### *Change Strategies: Designing to Shift Organizational Culture, Mindsets, and Skillsets*

Wednesday, June 22, 2022, at 2:00 – 3:30pm EDT

#### **Background and purpose**

Most LASER TLC teams have transitioned into the Innovate phase of LI<sup>2</sup> (crystalizing their innovations, developing road maps for change, and/or exploring strategies based on their Learn phase findings). As teams continue to make progress, they are also beginning to plan for implementation. During the May Team Leaders session, several site teams voiced their interest in exploring strategies to help them shift organizational culture and to align staff mindsets and skillsets with their planned program changes. These issues touch on important implementation science constructs as well, which will be helpful for site teams to understand as they move their initiatives forward. The June collective TA session will provide an overview of designing change strategies, share concrete examples from two programs that have done this, and provide ample time for discussion and interaction.

#### **Objectives**

By the end of this session, LASER TLC site teams will:

1. Understand what change strategies are and how to begin developing them
2. Learn from the experiences of New York City's Human Resources Administration and Iowa's Family Development and Self-Sufficiency program developing change strategies

#### **Agenda**

2:00 – 2:05 Welcome and introduction of the session (Lisa Washington-Thomas)

2:05 – 2:15 What are change strategies and why do we need them? (Jon McCay)

Brief presentation about change strategies, including examples and an overview of how to develop them (identifying help/hinder factors and designing strategies to address each, tailored to the local context and intervention)

2:15 – 2:50 Practice Panel: On-the-ground experience with change strategies

- Dina Marie Zagari-LiMandri, Assistant Deputy Commissioner of Education Services, NYC Human Resources Administration
- Lorie Easter, FaDSS & Community Services Block Grant Program Manager, Iowa Department of Human Rights
- Page Humphrey, FaDSS Program Manager, Iowa Department of Human Rights

Facilitated discussion/prepared Q&A (15-20 min) followed by open questions from the group (15-20 min)

2:50 – 3:10 Breakout discussions – round one

TLC site team members are randomly assigned into one of two breakout rooms; each panelist is assigned to a breakout room. A facilitator (TLC coach) will guide discussion and additional Q&A for 20 minutes.

3:10 – 3:30 Breakout discussions – round two

The panelists will swap breakout rooms and we will repeat the structure from round one, allowing all TLC site team members the opportunity to interact with each panelist in a breakout setting. 20 minutes

3:30 Adjourn