

Changing Conversations

How are organizations changing conversations internally?

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Fresh Air

New Employees (2 years or less)

1. What have you experienced (in prior work environments) that encouraged innovation and employee engagement in the workplace?
2. What have been some of the barriers to innovation and engagement that you have experienced in other work environments?
3. What tweaks or new ideas could make us even better? What opportunities are we not capturing?
4. Would you recommend the City of Olathe as a great place to work to your best friend?

CROUCHING TIGER HIDDEN DRAGON

SUPERVISOR SUMMIT I & II



臥虎藏龍

The Chinese Symbol for Crouching Tiger, Hidden Dragon

Means *undiscovered or concealed talents or experts* -

YOU!

Why Are We Here?

- ▣ Innovative and learning organization
- ▣ Cross organizational conversations
- ▣ Our *primary* goal for today is to practice how we are going to grow the learning culture we desire

Emerging Issues

*The lurking potential dangers and early warning signs
of changing circumstances
that are most likely to significantly impact
our City within the next two to three years.*

The Chinese Word for Crisis

The word *crisis* written in Chinese is composed of two characters:

- Danger
- Opportunity

What if we viewed emerging issues as an *opportunity* instead of a *problem*? How might that change our level of engagement and our ability to address the issues?



What's Next?

- ▣ Gap Summit
- ▣ Continued Discussion of Emerging Issues
- ▣ Innovation Grant
- ▣ Electronic Sandbox