



March 31st 1pm-7:30pm &
April 1st 9am-1pm, 2023

Location: Zoot Training Room

Desired Outcomes –

- < Outstanding decisions on what the capital “asks” should be to voters in 2023 regarding Investments in Parks, Trails and Cultural Amenities. These amounts are to be presented at the April 17th City Council meeting.
- < An agreed upon strategy for Improving the Safety of Billings ready for approval on April 17th 2023.
- < Increased alignment and consensus on action plans for both strategic priorities: investing in Parks, Trails and Cultural Amenities and Improving the Safety of Billings.

To achieve these outcomes, Kaleidoscope Group will lead the City of Billings and its participants through a process called Disruption. Disruption is a means of questioning our established patterns of thought and rejecting the obvious by challenging where we’ve been, goals for the future, and perceived barriers to help address your defined challenges.

We know that if we continue to ask the same questions in the same way, we’ll continue to get the same answers. This is why the process of disruption is so valuable. The sessions will incorporate all four learning styles: visual, auditory, kinesthetic, and reading/writing in a series of unique and unexpected activities designed to create conversation. By doing this, we replace what has become stagnant with something bold and new.

Expect to be working in randomized groups, moving around the room, writing on walls and participating in other, immersive activities. The idea is to move the group beyond your comfort zone and create a space where new thinking and ideas are encouraged. This is not meant to be intimidating but give permission to consider opportunities outside what is considered status quo.



3/31/2023: Facilitation 1: Setting the stage for the Safety of Billings conversation and making decisions on Parks, Trails and Cultural Amenities

1:00 Welcome and Public Comment

1:20 “...but Billings has so much potential...”-

1. Conversation around what makes up potential and why we remain in this “almost but not quite” phase.

2. Assets and Barriers

KG will lead the group in a series of activities designed to assess and test the strength of our assets and barriers so we can identify opportunities to eliminate barriers and achieve our defined goals.

2:30 Break (15 minutes)

2:45 Making Decisions

Tom Rupis Presentation (30 minutes)

KG will facilitate a series of questions to gain consensus on what to invest in (Parks, Trails, Cultural Amenities, Rec Center, etc.) and the amount in property tax to pose to voters on the 2023 ballot.

5:15 Break (15 minutes)

5:30 Law Enforcement/Crime Reduction Info

6:00 Dinner with the Experts

7:00 Adjourn

4/01/2023: Facilitation 2: Creating an agreed upon strategy to Improve the Safety of Billings.

8:00 Welcome and Public Comment

8:10 The Case for Prevention

Presentation by-Jennifer Owen



8:40 Extra! Extra!

KG will lead the group through an activity to set measurable goals to improve the safety of Billings

9:30 Knoster's Change Model

Knoster's premise is that the six categories of Vision, Consensus, Skills, Incentives, Resources, and Action Plan all need to be present in order for complex change to occur successfully. Perhaps most interesting is what can go wrong if one of the categories is not present during the process.

KG will guide the group through a series of activities which explore Knoster's Change Model as it relates to our goals for making Billings safer. What information is needed? What is the motivation? What happens if one or more of the six categories is missing?

**10:15 Flip the Script**

KG will facilitate a structured Q & A sessions for City Council, COB Staff and Crime Prevention Experts to support completed Knoster's Model of Change

11:15 Break (15 minutes) -Get Lunch

11:30 What, When, How, Why?

- < What: Measurable Outcomes/Goals
- < When: Timeline
- < How: COB Staff, Partners,
- < Why: To Improve the Safety of Billings (Strategy)
- < Present to whole group

12:30 Debrief and Public Comment

- < Summarize retreat outcomes-Decisions Made, Strategies Set
- < Next Steps
- < Public Comment

1:00 Adjourn

