

MEMORANDUM



TO: MAYOR AND CITY COUNCIL
FROM: DANIELLE MAHONEY, ASSISTANT CITY MANAGER
SUBJECT: NOVI NEXT
DATE: MARCH 21, 2024

Mayor and Council –

Please see a brief overview of an initiative that Danielle is heading up, focused on addressing the organization's operational culture.

- Victor

As a result of employee surveys, the High-Performance Organization (HPO) Workshop, and the recent Admin Goal Setting Session, **a new strategic initiative called *Novi Next* has emerged.** Novi Next is aimed at transforming our organizational culture with an emphasis on excellence, while positioning Novi as a progressive and innovative local government.

The term "Next" conveys forward momentum. In short, we are looking to the future with a dynamic, forward-focused approach while embracing new ideas, technologies, and strategies to stay ahead of the curve. This is not a one-time event but an ongoing process of continuous enhancement and evolution.

The Novi Next team is comprised of passionate change-makers representing all areas and levels in organization, bringing a broad range of knowledge, skills, and abilities to propel Novi into the next era. Since its creation in January 2024, the **Novi Next team has fostered increased employee engagement, tackled adaptive challenges facing the organization, and identified opportunities for increased collaboration and process improvements.**

Building on Novi's Leadership Philosophy, which was reaffirmed in 2021, and through a OneNovi lens, the Novi Next team is currently working to evolve our organizational values through a collaborative and iterative process that will allow all employees to co-create them together.

Visit the [Novi Next eWeb](#) page to learn more.