

Strategic Initiatives



Who are we?

Strategic Initiatives exists to help people and teams be their best for the benefit of our community:

- Build culture
- Align strategy
- Ensure support



Where are we now?

- Help managers be great coaches.
- Champion employee engagement.
- Lead development opportunities through BU.
- Provide resources to help people and teams be their best.
- Welcome new employees and consult with leaders.

Where are we now?

- Coordinate and advise on department strategic plans.
- Lead projects that promote strategic and organizational clarity.
- Ensure support for the city manager.
- Lead and implement key initiatives and priorities.



Where are we going?

- Building culture through our managers.
- Bringing our vision and strategic priorities to life.
- Helping people and teams to use their strengths every day.
- Championing leading edge wellbeing initiatives to care for our team.



Building culture

Great managers build cohesive teams and generate enthusiasm towards common goals. We are creating the kind of workplace where employees can be involved in and enthusiastic about their work and workplace.



Vision and strategic priorities

Our strategic priorities are our commitments to the community.
They guide our behavior - helping us deliver the right results to
the community and measure our success.



Using our strengths

We align our practices and growth to a common understanding that we are all uniquely talented and do our best work when we understand the strengths of ourselves and our colleagues.



Leading edge wellbeing

We will be a workplace that cares for our employees. This means we will be intentional about the experiences we create every day to prioritize an excellent standard of wellbeing.

How will we get there?

Building culture through our managers:

- Deliver an enhanced onboarding experience.
- Roll out individual development plans.
- Coordinate customized manager development.



How will we get there?

Bringing our vision and strategic priorities to life:

- Enhance the service inventory.
- Implement enhanced city manager communication.
- Assess, improve, and manage how we do our work through process improvement.

How will we get there?

Position people and teams to use their strengths every day:

- Increase strengths and values common language.
- Design and develop a robust eLearning catalog through BU.
- Implement standard operating procedures across our operations.

How will we get there?

Champion leading edge wellbeing:

- Partner with human resources to evaluate needs.
- Develop an OD work plan.
- Enhance employee wellbeing spaces across facilities.

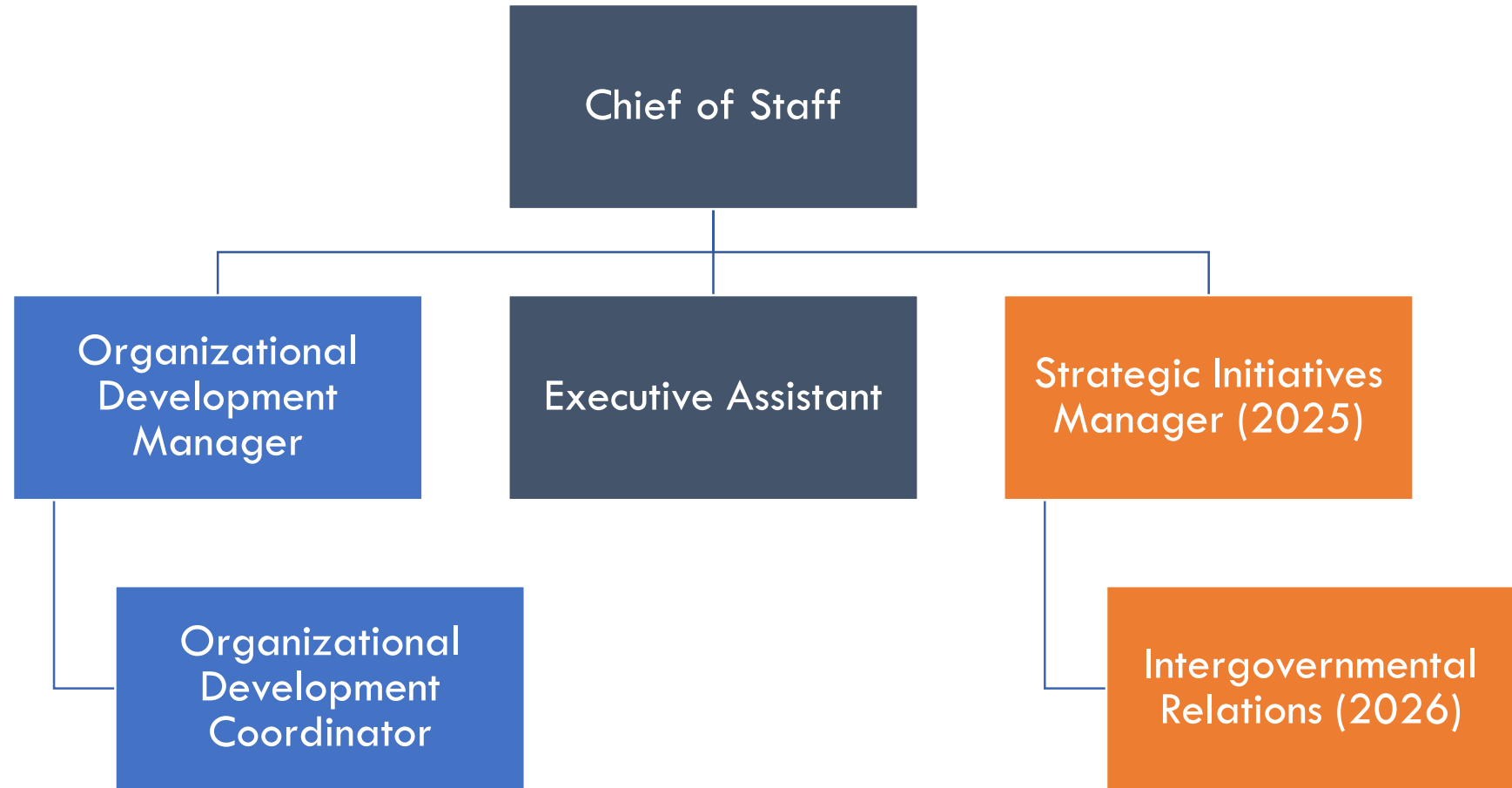
Current challenges

- Responding to city council requests and research needs.
- Lack of administrative support for the executive team.
- Capacity to further develop strategic partnerships.
- Navigating evolving employee wellbeing needs.

How will we use our resources?

- Aligned with the organizational analysis we will restructure to support our needs.
- Strategic initiatives will become a function of the city manager's office.
- The team will provide support to the executive team.

2025



Existing

Change

New



Questions?