

City of Sparks in Nevada

## Innovations Team



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Making it Happen!

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UsePositive Professional Resources
Solution Accidental Opportunity Personal Ideas Build Review Advocate Purposeful Capacity Stabilize Targeted Future **Approve** Celebrate Deliverables **Proactive** Succession



Goal: Expand Innovation Capacity at City of Sparks

January 2013

PI – Project Innovation Team



True Sustainability – to ensure that revenues outpace expenditures. Ask key questions, engage all employees, and act swiftly and with purpose. Recognize that only through change can we survive. Innovation will become a core expectation in the organization.

#### How it All Began

Cross
Departmental
and MultiLevel Team

- 113 Project Identified
- Process Mapping
- Challenges -
  - Methodologies
  - Measurements
  - Reporting

#### What We Accomplished

Wildly Important Goal - WIG

The Whirlwind

SUCCESS! Wellness Program

4DX – The Four Disciplines of Execution



#### Information Technology WIG

"Create an IT Sustainability Model by 1/17/14 for Council Consideration on 3/3/14"

Hardware and Software Documentation

### IT – WIG – Phase I of Academy Project

Meshing PI and 4DX

Re-Energize

Functionality and Direction

#### Moving Forward – Innovations Academy

# DEPARTMENTS & INNOVATION



Idea Review Board

Implement or Advance Up

Good Ideas & Better Processes

#### Idea Review and Implementation

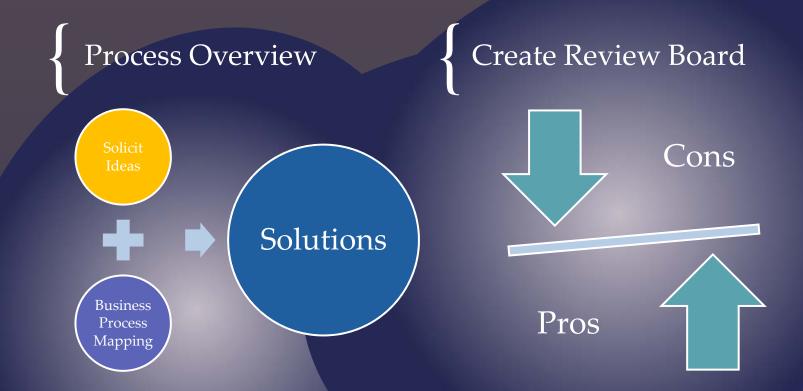
Policy Questions	Impacts or Intersects Multiple Departments	Impacts City (Positively or Negatively)	\$\$\$\$ Threshold	Exceeds Authority
Safety	Legal Implications	Punishment for not doing	Philosophical questions	Critical to City of Sparks

#### What goes to Review Board?

Opportunity	Budget	Why
Costs	Cycle	Why Not?
Tie to City's Mission, Goals, Core Values	New? Or does this idea replace something?	Should something be eliminated? Or done to different standard?

Plus
Everything
Listed
Above

#### Review Board Considerations



Main Purpose for Team's Existence – Propose/Enhance System for Gathering and Implementing Solutions Process for Ideas – Build on existing departmental structures

Departments Meet Regularly for Ideas and Process Considerations

Review Board – Form/Criteria for Idea Submissions

Outcomes



#### **Innovations Review Board Submission**

PROPOSAL DESCRIPTION	
Describe the idea:	
Current Practice: (Explain the City's current process, procedure, philosophy, or stance)	
Change: (Explain what you would like to change)	
BENEFITS	
Does the proposal further the mission and/or strategic plan for the City or a Department? (Explain which goal or goals would be advanced if this idea is implemented)	
What are the benefits of implementing this idea?	
Scope: Who does this idea impact?	
NUTS AND BOLTS	
What changes are needed for implementation to be successful (i.e. consider whether policy, law, regulation, code, etc. must be changed)	
Can the City change this?	
Estimation of time: Is this a permanent or temporary change? What is the duration?	
Describe existing funding and resources available to help implement the idea.	
What additional funding is necessary to implement the idea?	
What additional resources are vital to implementation of the idea?	
Does this require City Council consideration or approval? Would the idea necessitate changes to the budget? Please explain.	

MEASUABLE GOALS	
How will you know if the idea is successful?	
- Quantifiable measures of change	
- Benchmarks	
(Example: Consider cost savings, efficiencies,	
and other program objectives)	
What have you learned in relation to this idea that	
makes you believe it would have a positive	
benefit? What do you hope to learn through	
implementation?	
DISADVANTAGES	
Describe any competing interests or projects that should be considered as alternatives when	
considering this idea.	
What are the limitations, drawbacks or tradeoffs	
associated with choosing this idea over the status	
quo or other potential solutions?	
Do you anticipate roadblocks to implementation?	
Please explain.	
CONTACT	
Who initiated this idea?	
Contact person:	
Date	
For Daview Board Llee Only Balance	
For Review Board Use Only Below	
REVIEW BOARD OUTCOME	
Approved or denied:	
Approved or denied:	



What's Next?