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WHAT IS THE NOVA PROGRAM?

Inspired by the 20% time model, the Nova Program is a personalized and dedicated program for employees to work towards their passion of choice over a period of time. We introduce this program in an effort to inspire creativity and charge intrinsic motivation. We seek to encourage employees to expand their horizons, question the way things have always been done, and unleash the creative blockages that come from routine.

VA

MANAGEMENT STYLE

We draw our research & management concepts from *Strengths-Based Leadership* by Tom Rath. The book states three key aspects that every successful leader should focus on: investing in strengths, surrounding themselves with the right people and maximizing the team's potential, and understanding their followers' needs.

THE WHY

We are seeking to find ways to foster creativity in the workplace as it is important for businesses to grow and innovate for the company's longevity. Productivity, creativity and workplace satisfaction is something all companies seek balance in. The NOVA program is proposed for companies to use in order to engage with their employees and foster creativity in the workplace at the same time.

UNION VS. NON-UNION

Workplaces often have a mixture of union and non-unionized workers, which results in a significant amount of differences between how employment actions are handled. In a unionized workplace, the union can negotiate contracts for their members which are identical for all employees in the same position. However, union members do not have as much freedom when it comes to controlling their own affairs as it must go through a procedure.

THE NEXT STEPS

BUILD A PLAN

Get management support, help everyone understand the program, and build a timeline.

SCHEDULE EMPLOYEES

Implement an effective schedule

COMMUNICATE CHANGES

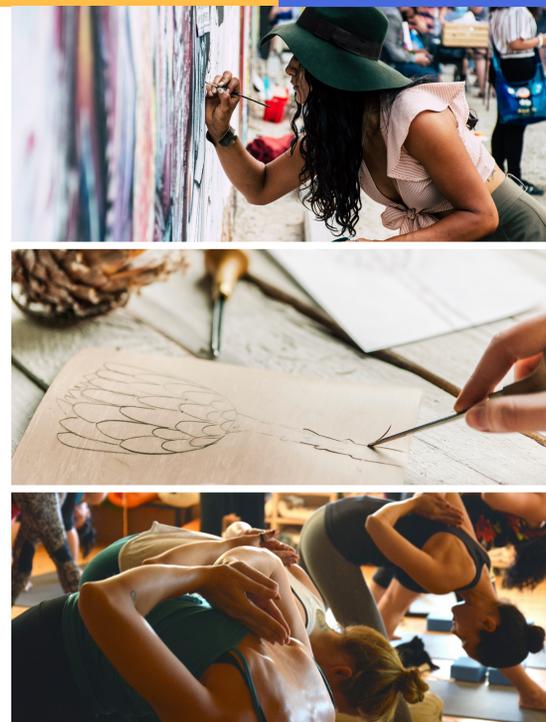
Empower employees to influence company culture.

BEGIN

Officially implement the program and be open to questions and changes

FOLLOW UP

Reflect on changes and refer to KPIs



THE OUTCOMES

- Increase productivity in the workplace
- Boosts employees' morale
- Strengthens the relationship between the company and the employee
- Builds trusts and loyalty towards the company
- Encourages the employees' to try new things and take risks
- Maximizes the employees' full potential
- Creates a better work environment and culture for your company
- Increases revenue
- Increases job satisfaction

THE HOW

I. IDENTIFY ANY PROBLEMS

The organization should identify and address workplace issues that makes implementations and creative plans difficult to execute.



II. UNDERSTANDING YOUR VISION AND MISSION

Make sure your employees understand where you want to go in the future, in order for them to build towards the goal.

III. EMPOWER EMPLOYEES

The NOVA program is designed to allow employees to make decisions, design and implement their own ideas that will benefit the company.



IV. ENCOURAGE YOUR EMPLOYEES TO TAKE RISKS

Let your employees know that they should take risks which will build trust and encourage them to try new things that aligns with the NOVA program.

V. IMPLEMENT REWARD PROGRAMS

Reward programs will boost the efficiency of the NOVA program by letting the employees know that their efforts to improve the business did not go unnoticed.



VI. PLAN EVENTS AND ACTIVITIES

Incorporate activities for employees to get to know each other. Building stronger bonds and relationships can potentially lead to new creative ideas for your business.