

Agency Presenters Drive Expectations at Road School

INDOT employees focused on providing information, setting expectations, and establishing benchmarks for success to more than 2,300 attendees while leading more than a third of the sessions at the 100th Purdue Road School earlier this month.

Presentations by INDOT employees are an important element of Road School because of the agency's primary role in building and maintaining Indiana's transportation infrastructure. INDOT employees are also recognized as national leaders in transportation innovation, technology and best practices.

Road School offered a total of 160 technical sessions on topics ranging from road construction, maintenance and safety to bike trails and ports. Fifty-eight sessions were led by INDOT employees.

Commissioner Karl Browning gave the opening address on March 11. Among employee presentations that followed were ones that focused on accountability as a key element of leadership, public-private partnerships (P3s), and controlling project risk in transportation projects.

"Road School covers a wide variety of issues that help Indiana's transportation officials at all levels," said John Haddock, Road School co-chairman and a Purdue University associate professor of civil engineering. "We bring them the latest technology and innovations."



During her Purdue Road School presentation, Deputy Commissioner of Human Resources Kim Pearson talks about how INDOT is building accountability into leadership.

Kim Pearson, Deputy Commissioner of Human Resources, presented on how INDOT is building accountability into leadership development, which is directly related to INDOT's goal of implementing a talent management system that links strategy and operations to results. Managing today's talent and building the next generation of talent for the agency starts with leadership.

INDOT is developing leader accountability through the CODE 5 Program – an interactive leadership development experience utilizing key components such as a 360-degree assessment, competency model, accountability teams, and coaching. INDOT is partnering with FlashPoint, an Indianapolis talent management consulting firm, in this effort.

"Key for INDOT is to identify, develop and retain top talent for key management positions that will create and sustain a culture of accountability," said Pearson. "Having a focus on employee

development and engagement at this level in the organization is energizing and will have a positive impact for the employees and the agency.”

Public-Private Partnership Director Chris Kiefer presented an overview of the steps and procedures involved in INDOT’s P3 projects, including requests for information, qualifications and proposals, and commercial and financial close.

Indiana’s first P3 was the 2006 lease of the Indiana Toll Road, which generated \$3.8 billion for reinvestment in economic development and long-term transportation infrastructure. Since then, Indiana has forged ahead with several other P3 projects, including the East End Crossing project, I-69 Section 5, and the Illiana Corridor.

“INDOT is a national leader in leveraging private capital and innovations to deliver transportation infrastructure sooner than expected and at the lowest possible cost to taxpayers,” Kiefer said. “Our attractiveness for private investment in infrastructure is evidenced by the successful procurements of the East End Crossing and I-69 Section 5 projects, and robust private-sector interest in the Illiana Corridor project.”

Statewide Capital Program Manager Louis Feagans presented on best practices for controlling risk in planning and completing construction projects. Controlling risk is crucial to achieving one of INDOT’s top goals of delivering its capital program on-time and on-budget.

Control of key risks on individual projects involves managing the scope and schedule of design, budgets, utilities, railroads, rights-of-way and permits. Key items for project managers are team building, communication, team ownership, risk assessment and delivery tools.

“Our intent is to help contractors and consultants know that controlling risk is one of INDOT’s key goals as we work through our capital program,” Feagans said. “One of the key ways that we will control risk is having ownership of tasks at the lowest level. Controlling risk is crucial to controlling costs and providing higher levels of service to Indiana motorists and taxpayers.”



Statewide Capital Program Manager Louis Feagans presents on controlling risk on construction projects at Road School.