



Organizational Management

Organizational Management Subcommittee

Mission - Help agencies achieve organizational excellence and advance the practice of performance excellence by identifying, analyzing and sharing information to improve organizational performance at the strategic, tactical and operational levels of the organization.

Chair: Deanna Belden, MnDOT

Strategic partnership with TRB AJE15 Workforce Development & Organizational Excellence Committee

Chair: Victoria Beale, Ohio DOT



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Listening session in February 2022

- What does Organizational Management/Excellence mean to you?
- Why is Organizational Management important to you?
- Why are you a member of the OM Subcommittee?
- What do you want to get out of the OM Subcommittee?
- What do you want to work on that you're willing to commit time to?

Helping organizations to better understand and learn to improve how well they are meeting their desired outcomes, how well their internal process/systems are working, and the conditions and needs facing its workforce.

Organizational management/excellence is a continuous effort to deliver value to an organization's stakeholders through its people, processes, and technology in support of an organization's strategic goals.

Building a cultural around being as efficient, effective and customer focused. Using data analytics to help identify where potential opportunities are within our business units. Creating a workplace to allow for innovation, creativity and change.

Organizational Management is the tool used to ensure the agency's objectives and goals are pursued in a deliberate manner.

Why are you a member of the OM subcommittee?





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Proposal to focus subcommittee activities on *People* and *Process* management

Existing Activity 1 –Process Improvement, Gary Vansuch, Colorado DOT

- Built around the community of practice called the “Transportation Lean Forum” (TLF)
- <https://sites.google.com/state.co.us/leaninterchange/home>

New Activity – People and workforce

- Aligns well with sister TRB committee AJE 15 Workforce Development & Organizational Excellence



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Funded research

- NCHRP 20-24(95)A, Ensuring Essential Capability for the Future Transportation Agency
 - Agency Capability Building (ACB) Portal - Implementation outreach, state DOT pilot projects, documentation and guidance updates
- NCHRP domestic scan can 22-03, Leading Practices in Equitable Decision Making to Supports Societal Goals within Transportation Agencies

Submitted problem statement

- NCHRP synthesis study on program and project delivery performance measures used for decision making in State DOTs



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OM Research Ideas

- Managing Workforce Changes and Availability
- Synthesis of LEAN improvement efforts
- Synthesis of Efficiency efforts
- Organizational Culture and focus to better meet resiliency

House under parent committee

- Cross-Measure Resource Allocation Synthesis
- Using locally-developed performance measures to tell a national story
- Determining the appropriate level of overhead expenditures for managing new grant programs to prevent fraud and other mismanagement, while maximizing the benefit to the public
- Measuring the public value and wider societal benefits created by transportation investments
- Performance Measure Dictionary and Technical Guidance



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How can you get involved?

- Participate in regular subcommittee web conferences. Join in the conversation. Offer your insight and perspectives. Learn from others.
- Attend our annual or mid-year subcommittee meetings, usually held in conjunction with an AAHSTO or TRB conference.
- Assist with or lead one of the subcommittee activities
- E-mail deanna.belden@state.mn.us

Future regular meeting times TBD