

POLICY AND ORGANIZATION GROUP DRAFT Committee Triennial Strategic Plan (TSP)

Committee Name and Number: Management and Productivity Committee – ABC20

Committee Chairperson: Susanna Hughes Reck
Team Leader, Transportation Performance Management
Federal Highway Administration

TSP Three-Year Period: April 2018 to April 2021

Date Prepared: March 1, 2018

Committee Future Outlook Statement:

Current Committee Scope

The committee is concerned with short-range (1-5 years) process and operational approaches that produce improved performance and help transportation organizations achieve organizational excellence. The committee will explore, analyze, synthesize, and disseminate information to improve organizational performance at the strategic, tactical and operational levels. The scope also includes identifying and promoting research needs, reviewing papers and informing and engaging the transportation community in identifying issues, trends and opportunities.

Factors and influences that will shape the Committee's activities

In this era of constant change resulting in smaller organizations, development of partnerships with private industry, increased focus on productivity and improved performance, and measurement to ensure goals are reached the Management and Productivity Committee is committed to surfacing issues and trends and responding to needs. ***The two areas that have major impacts on all of these, and that are of particular relevance and interest to this committee, are management and the workforce.*** Paraphrasing Peter Drucker, management is about bringing order to disruptions resulting from change: efficiency (doing things right), effectiveness (doing the right things), setting goals, and measuring to be sure those goals are realized. It is about developing the tactical and operational plans to ensure strategy succeeds. The workforce is key to accomplishing all of these things—ensuring the right people are in the right positions, provided with the tools to do the work and provided the opportunities to ensure success. TRB has identified the strategic areas on which to focus: 1) the performance of the transportation system, 2) safety, 3) sustainability and impacts on energy, the environment and climate, 4) funding, 5) innovation, and 6) research and development.

Short-term we will focus on identifying potential approaches, efficiencies and potential research for managers to positively impact these areas along with strategies to create a

workforce to meet the needs. Long-term we will focus on sustainable strategies to move beyond immediate needs and to plan for the future to include research on innovations that will move transportation organizations to long-term success.

Committee Future Outlook

Committee Plan:

Strategy:

Vision:

Leaders and managers at transportation agencies and partners continually improve performance-and cost-outcomes through the application of management and organizational innovations and technologies.

Mission:

Provide a resource for fostering and sharing effective and quickly-implementable management and organizational innovations leaders and managers at transportation agencies and partners can use to improve performance and cost-outcomes.

Goals:

Goal #1: Examining effective organizational models, leadership structures and competencies used to monitor, respond to and implement organizational improvement.

Goal #2: Sharing leading practices in the application of process/quality improvement tools and practices.

Goal #3: Identify and facilitate funding for applied research to determine effectiveness and determine implementation strategies for management and organizational innovations.

Strategies:

The strategies below will be used to accomplish the three major goals identified by the committee:

- Consult with the section's committees to ensure a coordinated approach and to leverage the skills and efforts of the Management and Productivity Committee's members.

- Liaise with other TRB standing committees to ensure that management and productivity contributes to addressing their needs—this may be shared sessions and workshops, webinars and research statements.
- Conduct annual and mid-year meetings that promote management and productivity and ensure sharing of best practices.
- Diversify the committee membership with young members, international members, and members from non-highway modes.
- Develop channels and mechanisms to promote the exchange of good practices and disseminate research findings applicable to management and productivity.
- Enhance the understanding of the transportation community of the value and role of management and its impact on productivity, innovation and the workforce.

Specific Actions:

- Host or co-host two (2) webinars per year disseminating best practices, innovation and research results
- Sponsor and/or co-sponsor workshops and sessions highlighting practice-ready innovations
- Contribute articles to relevant transportation related journals and newsletters
- Submit NCHRP and Synthesis research problem statements
- Provide a conduit to collect and communicate leading practices in organizational excellence in the areas of process, project, change and resource management, especially related to financial, planning and programming decisions.
 - Participate in Transportation Lean Forum meetings and contribute to website. (<https://sites.google.com/a/state.co.us/lean-interchange/>)
 - Participate in AASHTO’s Committee on Performance-based Management’s Organizational Management Subcommittee meetings.
- Identify leading practices in process/quality management (such as Change Management, Knowledge Management, Lean, Lean Six Sigma, 4DX, etc.).
- Define ABC20’s scope in relation to ABC10, ABC30, and ABC40.

Communication

- Disseminate information on upcoming events with management and productivity content to committee contacts and friends through the website (<https://sites.google.com/site/trbcommitteeabc20/>), the [Transportation Lean-Forum](#) , emails, and social media (i.e. linked-in).
- Develop and implement cross-cutting ABC00 communication plan for dissemination of research findings, knowledge sharing and best practices.

Membership

- Update membership to maintain a balanced representation of varying perspectives and skill sets
- Ensure that membership reflects a balanced composition geographically, by mode, by gender, by skillset, by opinions, by race, by ethnicity and by type of organization

Other committee relationships

ABC20 maintains close formal and informal relationships with many different committees. They include, but are not limited to:

- ABC10: Strategic Management
- ABC30: Performance Measurement
- ABC40: Transportation Asset Management
- AHD15: Maintenance and Operations Personnel
- AB010T: Taskforce on Knowledge Management
- ABG20: Transportation Education and Training

Potential new formal/information relationships:

- AHD10: Maintenance and Operations Management
- AP010: Transit Management and Performance
- ABG30: Technology Transfer
- ABE30: Transportation Issues in Major Cities
- ABE70: Women’s Issues in Transportation
- A0040T: Young Members Council

Proposed changes in scope:

The Committee plans to better coordinate its agenda align with AASHTO Organizational Excellence Task Force and define linkages to the other committees in section ABC00.

Updated membership list:

<u>Last Name</u>	<u>First Name</u>	<u>Company</u>	<u>Role</u>	<u>Start</u>	<u>End</u>
Hughes-Reck	Susanna	Federal Highway Administration (FHWA)	Chair	March 06, 2017	April 14, 2020
Nesbitt	Michael	Federal Highway Administration (FHWA)	Committee Research Coordinator	April 15, 2017	

Weld	Roger	New York City Department of Transportation	Committee Communications Coordinator	July 01, 2013	
Beale	Victoria	Ohio Department of Transportation	Member	April 15, 2015	April 14, 2018
Bittner	Jason	Applied Research Associates, Inc. (ARA)	Member	August 17, 2017	April 14, 2018
Bobba	Corey	Federal Highway Administration (FHWA)	Member	May 26, 2017	April 14, 2018
Bond	Alexander	Eno Center for Transportation	Member	April 15, 2015	April 14, 2018
Dehghani	Mohammad	The World Bank	Member	July 17, 2015	April 14, 2018
Glover	Dana	Texas Department of Transportation	Member	April 15, 2015	April 14, 2018
Grisham	Nicholas	Oregon Department of Transportation	Member	July 17, 2015	April 14, 2018
Kianfar	Jalil	Saint Louis University	Member	July 17, 2015	April 14, 2018
Lagerberg	Brian	Washington State Department of Transportation	Member	July 17, 2015	April 14, 2018
Lam	Dee	California Department of Transportation (CALTRANS)	Member	July 14, 2017	April 14, 2018
Li	Zongzhi	Illinois Institute of Technology	Member	July 17, 2015	April 14, 2018
McArthur	Charlene	Idaho Transportation Department	Member	August 11, 2017	April 14, 2018
McLaughlin	Patricia	MIG	Member	April 15, 2015	April 14, 2018

Panou	Konstantinos	University of the Aegean	Member	April 15, 2015	April 14, 2018
Petit	William	Pennsylvania Department of Transportation	Member	April 15, 2015	April 14, 2018
Putz	David	Iowa Department of Transportation	Member	May 03, 2017	April 14, 2018
Raulerson	Mary	Kittelson & Associates, Inc. (KAI)	Member	April 15, 2015	April 14, 2018
Rojas	Cristiana	California Department of Transportation (CALTRANS)	Member	July 17, 2015	April 14, 2018
Sedlak	Montgomery	CH2M	Member	April 15, 2015	April 14, 2018
Tupper	Lee	HDR	Member	April 15, 2015	April 14, 2018
Weld	Roger	New York City Department of Transportation	Member	April 15, 2015	April 14, 2018
Winkeller	Rachel	OST-R/Volpe Center	Member	April 15, 2015	April 14, 2018
Xenophontos	Christos	Rhode Island Department of Transportation	Member	September 08, 2017	April 14, 2018