

GDOT Newsletter

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Volume 73



SUPPORTIVE SERVICES

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- Building Capacity
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Georgia DOT receives over \$8 million US DOT grant for accessible transportation project

The Georgia Department of Transportation's (Georgia DOT) Safe Trips in a Connected Transportation Network (ST-CTN) project was selected as an awardee for a US Department of Transportation (USDOT) cooperative agreement to improve transportation and access for those with physical challenges.

"One of our goals at Georgia DOT is to put Georgians' safety first through use of innovation and technology, and the Safe Trips in a Connected Transportation Network project aims to do just that," said Georgia DOT Commissioner Russell R. McMurry, P.E. "Through innovative tech solutions, we will soon be able to provide customized, accessible and safe transportation options that will enable people to have the flexibility and freedom to get where they need to go."

The ST-CTN project is focused on improving transportation accessibility for people with disabilities, aging adults and those with limited English proficiency. It will provide Gwinnett County residents with detailed information and step-by-step navigation tailored for users' specific needs through integrated transportation technology solutions including connected vehicles, transit signal priority, machine learning and predictive analytics.

Once the project is complete, users will be able to use a mobile app to create a trip plan that will include information such as navigation of physical infrastructure and alternative safe route options if unexpected obstacles are encountered.

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6 Steps for Establishing Employee Accountability & Empowerment

Are you a problem or a problem solver?

Do you find yourself answering calls from your team of supervisors all day, addressing questions and solving small problems? They continually ask you to make simple decisions for them. It seems like they won't do much of anything without first checking with you. Why? Are they afraid to make a mistake?

Supervisors keep calling you because you like helping to solve their problems. Unfortunately, you have trained them to not make decisions without your input. The more problems you solve for others, the more you are asked to solve their problems. And the cycle repeats itself.

Because you can make these decisions quickly, they call you rather than do a little research and solve their own problems. And out of habit, you continually answer these calls, solve other people's problems and fix their issues. It's no wonder you can't find any accountable help — you won't let them be accountable or responsible for anything. You tell them they're empowered to get things done, but to check with you before making any decisions.

In a recent poll of field employees, 66% were asked to make decisions. But only 14% of them feel empowered and trusted to make the decision. They're afraid their boss will yell at them if they make mistakes or the wrong choices. So, rather than risk it, employees don't take on more than they are asked to.

The following are six steps to help your teams become more accountable and responsible, clearly understand expectations and feel empowered to get things done without your help or input.

1. Establish a clear understanding of expectations.

The first and most important step is to clearly explain what you expect of your employees. When asked, over 66% of employees didn't know specifically what they'd been asked to do, what the deadline was or what their boss wanted them to accomplish. Go ask your people the top three things you want them to accomplish both today and this week. Do you both agree on the answers?

About The GDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on GDOT contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.



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