

GDOT Newsletter

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Volume 75



SUPPORTIVE SERVICES

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- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
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Georgia DOT awards \$199 million in construction contracts in June

In June 2022, the Georgia Department of Transportation (Georgia DOT) awarded a total of 37 projects valued at approximately \$199,037,251.

The largest single investment, worth approximately \$65 million, was awarded to The Scruggs Company. This widening and reconstruction project consists of 7.73 miles on State Route (SR) 96 from SR 87 to Interstate 16/SR 404 in Twiggs County. It also includes the construction of two bridges and approaches over Bear Crossing. This contract, along with one other widening and reconstruction contract, represents 49 percent of the awarded funds.

The largest construction project is worth approximately \$21 million. This project was awarded to Oxford Construction Company and consists of 0.117 mile of new alignment on Westover Boulevard from the Albany Mall to North Ledo Road in Dougherty and Lee counties. Construction of a roundabout at Westover Boulevard and construction of two bridges and approaches over Westover Boulevard Ext. are also included. This contract, along with two other construction projects represent 22 percent, or approximately \$42 million, of the awarded funds.

Resurfacing projects represent 16 percent, or approximately \$30 million, of the awarded funds.

Resurfacing includes milling, inlay, plant mix resurfacing and shoulder rehabilitation.

There were five bridge construction projects representing 11 percent, or approximately \$22 million, of the awarded funds.

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Leadership Styles & Outcomes

Understanding employee engagement & how to reduce turnover

For more than a generation, countless studies conclusively link leadership behavior to engagement, and engagement to business outcomes. It stands to reason then that the greatest effect a leader can have on a team is through the leader's behavioral agility. Even while the notion of leadership styles goes in and out of favor in business circles, one concept has remained constant — leadership style is highly situational.

For the sake of this article, we will focus on two areas. First, "style" will be used as a descriptor of those situational moments, not a leader's comfort zone. Every leader works in a dynamic, fluid environment. On top of that, leaders lead people, and anything can happen with people. A truly successful leader continually experiments, learns, changes and improves their craft and behaviors. Second, we will discuss leadership "behavior," not vision and strategy. While these are important aspects of leadership, research strongly suggests that leadership behaviors are far more influential on engagement, retention and productivity.

How do you effectively apply the idea of agility to leadership behavior and outcomes, and what can you do about it?

Start With Data

The best place to start is to assess the environment, and you should do it through the eyes of your team members since they are the recipients of leadership practices. The following six key indicators are based on large-scale research and market validation conducted by Vivo Team Development. Assessing these indicators will reflect how the team is operating, and what the barriers and strengths are relative to productivity. Within these six key indicators are measures of competence, motivation and collaboration.

1. Communication — Clear and open communication reduces misunderstanding, minimizes work delays and enhances overall productivity.
2. Interactive feedback — Ongoing interactive feedback between team members is a basic essential requirement for improving team effectiveness and performance.

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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