



## Gov. Scott's Securing Florida's Future Budget Invests a Record \$10.8 Billion in Florida's Transportation and Infrastructure



Governor Rick Scott today announced the Florida Department of Transportation (FDOT) will receive a historic \$10.8 billion in the recommended FY 2018-

2019 Securing Florida's Future budget to keep Florida's transportation and infrastructure system the best in the nation.

Governor Scott said, "Transportation infrastructure plays an important role in helping support our booming economy, growing population and record numbers of visitors. By making historic investments in Florida's transportation system for the past five years, we have solidified Florida as a national leader and a global destination for trade. I am proud to announce that the Securing Florida's Future budget will continue this success with a \$10.8 billion investment in our roads, bridges, airports and seaports, which will make sure our state remains prepared for future growth and job creation."

To Read More See Excerpt:  
<http://www.fdot.gov/info/CO/news/newsreleases/11142017-Gov-Scotts-Securing-Floridas-Future-Budget.pdf>

The Governor's FY 2018-2019 transportation budget makes the following investments:

- \$1 billion to expand transportation system capacity, which includes adding 269 new lane miles
- \$186.1 million for safety initiatives
- \$171.6 million in seaport infrastructure improvements
- \$359.0 million for aviation improvements
- \$167.7 million for scheduled repair of 63 bridges and replacement of 18 bridges
- \$1 billion for maintenance and operation
- \$568 million for public transit development grants
- \$151.3 million for bike and pedestrian trails of which \$26.7 million is for SUN Trail

Florida Department of Transportation Secretary Mike Dew said, "Governor Scott's record transportation budget continues to give Florida the best infrastructure in the nation. The additional transportation investment increases our state's economic activity, creates jobs and gets our residents to their work and back to their families safely and efficiently."



### About The FDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on FDOT 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.

### About The Program

The Construction Estimating Institute (CEI) works with FDOT as the statewide provider of the federally funded Disadvantaged Business Enterprises (DBE) Supportive Services Program. We want to increase the number of certified DBEs participating in highway and bridge construction, as well as assist DBEs in growing and eventually becoming self-sufficient. Additionally, CEI provides supportive services by assisting prime contractors and consultants with identifying DBEs for subcontracting opportunities on priority projects.

## Four Ways to Combat Lukewarm Leadership

### *How to create a climate your employees can rely on*



Employees pay attention and watch more closely than they are sometimes given credit for. Indifference, lackluster communications and lethargic efforts are often more conspicuous than appreciated. When change is

at hand and the future seems unstable, a leader's performance can either diminish chaos or enflame it. In the backdrop of uncertainty, the smallest spark of ambiguity or apathy can ignite the pervading fuel of resistance among your workforce. Lukewarm leadership is not just a phenomenon of the C-suite. From the top to the front lines, employees everywhere watch intently. They are tuned in and sensitive to the message that leadership sends. The leader creates the climate. If an apathetic message is conveyed, the employee will respond in kind. Team members follow in direct correspondence with what they see and feel from leadership. The following are four ways you can begin to combat lukewarm leadership in your own organization.

#### *1. Set the Tone*

What you do as a leader has tremendous influence throughout your team, your employees and even your stakeholders. People respond to what you initiate. Begin with the energy and gusto you want to see in others. Demonstrate how much you are willing to give and show that you are duty-bound early and often. Make your messages steadfast. When people see and feel your energy, enthusiasm and promise they will not only buy in, they will help spread your "all-in" message. When you show unbound energy, your team will give more energy. When you are engaged, unwavering and decisive, your team will follow with their engagement, unwavering effort and decisive action.

#### *2. Communicate*

Communication is more than a word. It is the standard by which leaders guide, direct, motivate and inspire action. Leadership quite simply depends on communication. Clear, confident, resonant communication will engender trust and followership.

- *Get specific*- Simple and concise is more effective than complicated and confusing. Attention is a precious commodity and time even more so. Hit the high points in your speeches and save the granular details for in person communications.
- *Try going face to face*- Nothing can substitute for face-to-face dialog. Yes, dialog rather than monologue. This does not have to be the top leader. Employees and team members know the demands on leaders and managers. They know the value of authentic live contact and informal dialog where they can see and feel that their message is being received. Your team appreciates being heard.
- *Demonstrate beyond words*— What you do supersedes what you say. Remember Emerson and his famous dictum, what you do speaks so loudly I can't hear what you say. The proven formula for personal communication is 55-percent body language, 38-percent tone and 7-percent communication is through words. Body language, and tone will validate everything that you say. Sending protocol out in a memo is not nearly as effective as walking around and informally sharing your thoughts and expressing yourself on the need for procedure. At bottom, lead at all times and if necessary use words.

#### *3. Be the Island of Commitment in a Sea of Uncertainty*

The new economy is well known to leaders. Increased global influence, more demanding customers and disruptive new players are challenges to be surmounted.

To Read More See Excerpt: <http://www.constructionbusinessowner.com/management/workforce-management/4-ways-combat-lukewarm-leadership>

## Supportive Services Offered



- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website



**BONDING,  
FINANCING,  
AND  
INSURANCE**

CEI is an educational organization providing the highest quality construction training in the industry. Over 100,000 owners, estimators, project managers, field supervisors, office support staff, foremen, laborers, and key management personnel have attended courses that are offered nationwide. The courses provide students with construction skills training and the critical information needed to be effective within their companies and organizations.

Call 800-423-7058 or 866-378-6653 or visit us online at [www.cmdp-bgp.com](http://www.cmdp-bgp.com)

[www.fdotdbesupportservices.com](http://www.fdotdbesupportservices.com)

CEI, 5016 Calle Minorga, Sarasota, FL 34242