

FDOT Newsletter

September 2022
Volume 77



SUPPORTIVE SERVICES

- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website
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FDOT Receives Grants Totaling \$37 Million to Enhance Transportation Safety

The Florida Department of Transportation (FDOT) has been awarded two grants which support Florida's commitment to enhancing safety and supporting innovative transportation solutions. The grants, awarded in collaboration with the U.S. Department of Transportation, bring over \$37 million in new funding to Florida.

- In partnership with Brightline Trains Florida, the Florida East Coast Corridor Trespassing and Intrusion Mitigation Project provides \$25 million in grant funding to enhance safety along the Florida East Coast Corridor (Miami-Dade, Broward, Palm Beach, Martin, St. Lucie, and Brevard Counties). This investment will benefit this corridor by constructing supplemental safety measures at 328 roadway-railroad grade crossings and installing 33 miles of pedestrian protection features. Planned safety improvements included as part of this grant are rail dynamic envelopes, delineators, raised pavement markers, edge striping, fencing and additional safety signage.
- The Smart St. Augustine Project provides over \$12 million for technology to improve the movement and safety of residents and visitors in the City of St. Augustine. The City of St. Augustine, the nation's first city, attracts more than six million visitors each year and is also home to the Florida School for the Deaf and the Blind. This project will provide parking and traveler information systems; 'Smart' technologies, including smart traffic signals to reduce delay, sensors to detect street flooding, audible crosswalk signals for the deaf, among others; and mobility hubs with information kiosks for parking, bicycles, and electric vehicle charging.

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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 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.



CEI DBE Supportive Services

(800) 423-7058

www.fdotdbesupportservices.com