

# KYTC Newsletter

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Volume 75



## SUPPORTIVE SERVICES

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



## Gov. Beshear Announces Kentucky Transportation Cabinet Crews Actively Restoring Crossings at 11 Bridge Sites Destroyed by Flooding

Gov. Andy Beshear today announced that the Kentucky Transportation Cabinet (KYTC) is already working to rapidly replace the first batch of closed bridges damaged or destroyed by recent severe flooding in Eastern Kentucky.

The 11 bridges that have been initially targeted serve county and state roads in Perry, Knott, Pike and Letcher counties. In most cases, residents lost motor vehicle access to their homes when these bridges were knocked out.

“The devastating flooding in Eastern Kentucky left more than two dozen public bridges and many, many more private crossings damaged, destroyed or otherwise impassable,” said Gov. Beshear. “These bridges provide critical access to homes and communities. Right now, numerous families are forced to walk across creeks, storm debris and damaged bridges to bring in food and supplies or to access healthcare. Teams are literally building bridges to keep anyone from being cut off from their communities.”

To move quickly, KYTC utilized existing and emergency contracts for construction, demolition, site survey and bridge design services. To date, teams have mobilized to all 11 sites and are beginning to construct temporary crossings – referred to as onsite diversions – to restore vehicle access to homes until new bridges are built.

The temporary crossings typically consist of culvert pipes overlaid with a hardpacked roadbed. KYTC is moving to complete construction of temporary crossings at nine of the 11 sites soon.

[Read More →](#)

## 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 KYTC

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