

**Update on the TxDOT Modernization  
Effort  
Texas Transportation Commission  
Meeting  
March 31, 2011**

John Barton  
Modernization Leadership Team, Chair

Overview

- Modernization Effort Update
- Roles and Responsibilities
- Action Plan
- Recommendations
- Questions/Comments

## Modernization Effort Update

- Modernization Leadership Team held three meetings in March to discuss goals and organizational/operational improvements
- Team had detailed discussions with change management expert and debriefing on Grant Thornton report
- Discussed what culture change may involve

## Modernization Effort Update

- April 08 Change Management Training for Modernization Leadership Team
- May 02 Change Management Training for Administration, District Engineers, Division/Office/Regional Directors
- March 25 Issued Request for Proposals for change management firm
- May 31 Selection of change management firm

## Modernization Effort Update

- Team working on communication plan with employee work group (Public Information Officers)
- Team developed action plan and defined roles/responsibilities, both will evolve as effort continues
- Team identified near-term improvements ready for implementation

## Roles & Responsibilities

- Effort will require a long-term commitment
- Everyone will be involved:
  - Commission
  - Administration
  - District Engineers
  - Division/Office/Regional Directors
  - Employees
  - External Stakeholders
- Employee work groups will be formed to develop specific action plans and implement recommendations

## Action Plan

- Implementation will require a continuous, orderly and strategic process
- Communication with employees will be constant
- Roles & responsibilities will evolve as modernization effort moves forward

## Recommendations

- Focus will be on implementing recommendations by the Restructure Council that are supported by the Commission
- Online database available to monitor progress, updated regularly
- Some recommendations have been implemented or are already underway
- Team has identified near-term improvements

## Recommendations

Recommendations completed:

- Hire Chief Information Officer
- Hire Chief Human Resources & Administrative Services Officer
- Move debt finance directly under CFO

## Recommendations

Recommendations underway include:

- Appoint an internal change champion (Modernization Leadership Team)
- Supplement finance operations w/ outside expertise

## Recommendations

Recommendations for the near term include:

- Separate Government Relations and Communications
- Eliminate Business Title & Classification Committee
- Expand the streamlined environmental review process to apply to more projects

## Recommendations

Recommendations for the near term include:

- Extend streamlined right of way acquisition process to more projects
- Establish HUB/DBE Office
- Hire Change Management Firm

## Modernization Effort

- Information available on Crossroads and TxDOT.gov
- Recent updates include:
  - Online recommendations database
  - Action Plan
  - Roles & Responsibilities
  - Recommendations completed/underway
  - Near Term Recommendations
- Email: [ModernizeTxDOT@txdot.gov](mailto:ModernizeTxDOT@txdot.gov)

## Modernization Leadership Team

|                          |                       |
|--------------------------|-----------------------|
| John Barton, ADM (Chair) | Lonnie Gregorcyk, YKM |
| Scott Burford, GSD       | Teresa Lemons, COM    |
| George Ebert, HRD        | Carlos Lopez, AUS     |
| Torbio Garza, MNT        | Brian Ragland, FIN    |
| Eric Gleason, PTN        | Jerral Wyer, OCC      |
| Lisa Gregg, ERC          |                       |

## Modernization Leadership Team

Questions or Comments?