



Admin Leadership Actions (CC10)

Project Charter
DRAFT 6/29

SECTION 1: Project Summary

Concept Definition	Putting the appropriate Executive Director in place to Modernize TxDOT in support of Texas Citizens.		
Program	Core Competencies	Project Lead(s)	
Exec. Sponsor	Texas Transportation Commission	Sponsor	Commission Subcommittee

SECTION 2: Vision Alignment

Problem	TxDOT management culture does not support core capabilities required to accomplish the modernization mission.		
Goal	Implement Grant Thornton and Council recommendations regarding senior level leadership.	Measurable Benefit Target	
Scope	<u>Includes:</u> - Identify and appoint leaders.	<u>Excludes:</u>	
Associated Goals / Visions / Recommendations	<u>Source / ID#</u>	<u>Text</u>	
	4	Cultivate a leadership team with diverse educational and professional backgrounds and the depth and breadth of skills and experience needed to set a clear vision and to guide the organization through a period of significant change.	
	5	Integrate change agent(s) into the senior leadership team and empower them with authority to plan and lead change.	
	15	Identify and appoint senior leaders who truly understand and accept that TxDOT's traditional ways of operating — and improvements achieved through tweaking those traditional approaches — are not meeting expectations. TxDOT's leadership must provide the strategic vision needed to set the organization on a renewed path and to motivate TxDOT staff to believe in that vision. They also need to set the tone for cultural modifications within the department, including adopting more of a business mindset and practice.	

SECTION 3: Execution Detail

Related Efforts / Risks					
Tailoring	<u>Tailoring Tier</u>	<u>Org Impact</u>	<u>Project Size</u>	<u>Complexity</u>	<u>Execution Risk Rating</u>
		Yes	X-Small	Low	Low

Forecasted Milestone Schedule	<u>Phase Completion Tollgate</u>	<u>Date</u>	Approach Overview:
	Concept Definition		
	Concept Validation		
	Design		
	Build		
	Implement	3Q2011	

Team Members	<u>Name</u>	<u>Role</u>	<u>Name</u>	<u>Role</u>
	N/A			

SECTION 4: Change Management Assessment

<u>Audience</u>	<u>Impact</u>	<u>Stakeholder</u>	<u>Concern(s)</u>