

# 2018-2020 STRATEGIC PLAN



## HOW THE IOWA DOT OPERATES DAY-TO-DAY

### OUR MISSION

Getting you there safely, efficiently, and conveniently.

### OUR CORE VALUES

Iowa DOT employees will demonstrate:

**Safety** – put safety first in everything we do.

**Respect** – treat everyone with honor, dignity, and courtesy.

**Integrity** – earn and demonstrate trust through transparent and ethical actions.

**Teamwork** – work together through effective communication, collaboration, and accountability.

**Leadership** – create vision, inspire others, and set an innovative pace for our customers and the transportation industry.

## WHERE THE IOWA DOT IS GOING

### OUR VISION

Smarter, Simpler, Customer Driven

### ONE IOWA DOT TEAM KEY INITIATIVES FOR CHANGE

Initiatives will be worked on one at a time and led by a key initiative team.

Team members will be made up of Iowa DOT staff members who have a unique relationship to the initiative being worked on at that time.

Performance management



Data integration



Portfolio and project management



Organizational communication



Workforce and knowledge management



Visit: [www.iowadot.gov/strategicplan](http://www.iowadot.gov/strategicplan)

TO LEARN MORE ABOUT THE STRATEGIC PLAN AND PROGRESS OF KEY INITIATIVES

## AS IOWA DOT EMPLOYEES – ONE IOWA DOT TEAM

# WE COMMIT TO:

### SAFETY



- Understanding and following procedures developed to keep employees safe.
- Looking out for the welfare of ourselves, co-workers, and customers.
- Listening to concerns and observations raised by others.
- Reviewing situations for potential dangers.
- Continually working to improve safety performance in our area.

### RESPECT



- Listening to understand.
- Acting in a professional manner.
- Treating co-workers as we expect to be treated.
- Learning from the diversity in the workplace.
- Being accepting of others who raise questions.

### INTEGRITY



- Always acting in an ethical manner.
- Acting as we expect others to act.
- Dealing with people honestly and directly.
- Following through on the things we say we will do.
- Responding to communication in a timely fashion.

### TEAMWORK



- Valuing the input of those we work with.
- Interacting collaboratively with others.
- Supporting open discussion.
- Holding ourselves and others accountable.
- Working to accomplish the goals set by and for the people we work with.

### LEADERSHIP



- Having the courage to raise questions.
- Focusing on those things that are important.
- Taking advantage of opportunities to improve.
- Taking responsibility for our work and that of our work unit.
- Encouraging and supporting ways to better serve our customers.

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