



ALDOT Leadership Development

*Presented By
The ALDOT Leadership Development Team*

February 23, 2017

Facilitator Presentation Outline

- **Team Organization**
- **History of the Leadership Program**
- **Timeline**
- **Mission, Vision, Goals**
- **Class Structure**
- **Implementation**
- **Modules Overview**
- **Material Development**
- **The Way Ahead**
- **4-H Center Overview**
- **Facilitator Guide Training Book**



Team Organization

Name	Title
Lamar Woodham	Deputy Director, Administration
Ashley Brown	Consultant Administration Technologist
Kaye Chancellor Davis	Assistant Materials and Test Bureau Chief
Andrew Harry	Assistant Traffic Operations Engineer
Wade Henry	Assistant State Design Engineer
Sam Martin	Statewide Safety Coordinator
Scott Overby	State Bridge Construction Administrator
Josh Phillips	Public Information Officer
Maxine Wheeler	Training Bureau Chief
Brad Williams	Bridge Design Engineer



History of the Leadership Program

- Southern District of ITE from 2010-2013 started the program as a service project.
- The Leadership Development Program was transitioned to ALDOT in February 2014.
- Deputy Director of Transportation, Mr. Lamar Woodham, continued the program since 2014.
- The Leadership Program Development Team was appointed in May 2014.





Mission and Vision

Mission

To provide those ALDOT employees desiring to learn and grow in the area of leadership an opportunity to become better equipped to lead and inspire others as ALDOT's mission is advanced and fulfilled.

Vision

A serving organization driven by a team of leaders equipped to create and support other leaders within their areas of influence and expertise



Goals

- Proactively **cultivate leaders** to enhance the transportation profession
- Establish a **formal leadership program** providing participants the skills, tools and network to successfully be leaders
- Build a base of high-level transportation professional leaders who will be **shaping the future** of transportation policy, design, planning and implementation



Class Structure

Spring Class

Session 1

March 14-16, 2017

Day 1: 1 PM to 5 PM (Dinner)

Day 2: 8 AM to 5 PM (Dinner)

Day 3: 8 AM to 12 PM

Session 2

April 26-27, 2017

Day 1: 1 PM to 5 PM (Dinner)

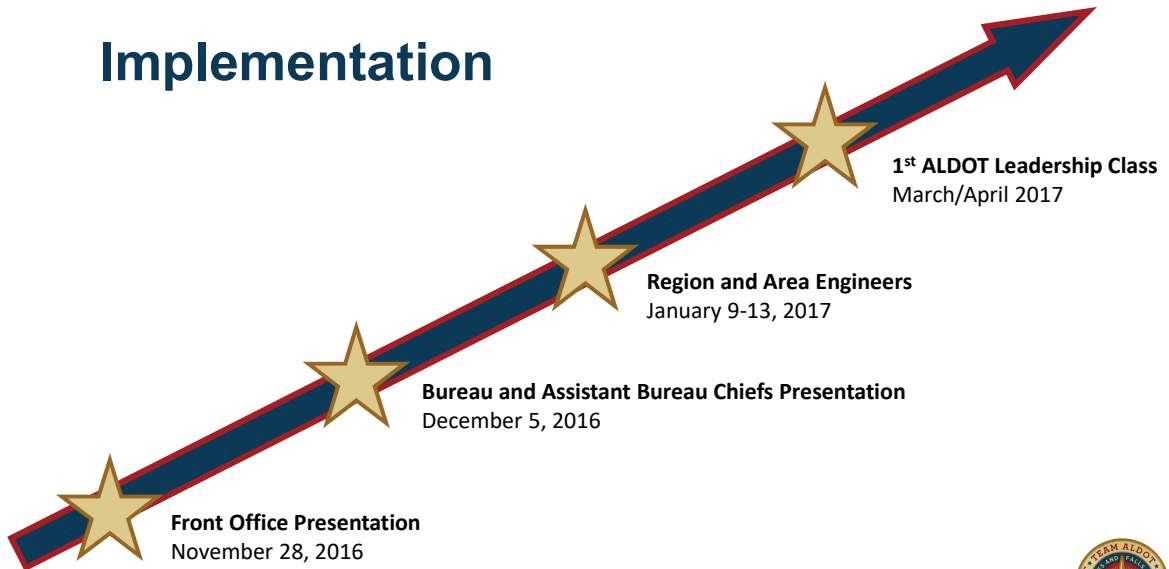
Day 2: 8 AM to 12 PM

Fall Class

September 26-28, 2017 & November 1-2, 2017



Implementation



Modules Overview

Modules Overview

Leadership

Communication

Developing
Leaders



Leadership Modules Overview

- Leadership Overview
- Having a Positive Influence
- Visioning and Strategic Planning
- Creating Positive Change
- Demonstrating Positive Character
- History of ALDOT



Communication Modules Overview

- Introduction to Effective Communication
- Characteristics of Effective Communication
- Identifying and Engaging Stakeholders
- Effective Mechanical Communication
- Effective Physical Communication
- Media Training



Developing Leaders Modules Overview

- Developing Leaders
- Transitioning to Supervision
- Mentoring Employees
- Evaluating Leader Effectiveness
- Understanding Personality Typing



Modules Overview

Leadership

- Leadership Overview
- Having a Positive Influence
- Visioning and Strategic Planning
- Creating Positive Change
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- History of ALDOT

Communication

- Introduction to Effective Communication
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Developing Leaders

- Developing Leaders
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Leadership Program Manual

Read Ahead
Material

Handouts

17
Modules

PowerPoint

Tool Box



NEXT BEST STEP

Looking Ahead:

Increase the number of classes per year 3 or 4

Plenty of Candidates

Need for Facilitators

No one grows like the teacher!

Enlist and train more facilitators



VISION

You have achieved an amazing level,

NOW

Multiply yourselves by giving yourselves to something greater than yourselves





4-H Center Overview



Outline

- Dining Facility
- The Lodge
- Seminar Room
- Pavilion
- After Dining Opportunities
- Food and Drinks



Dining Facility



Dining Facility



Private Dining



- Available for the Academy



Private Dining



- Available for the Academy



The Lodge



The Lodge



The Lodge (Looking out the Back)



Hotel Room



Hotel Rooms



- 2 Queen Beds in each room
- Private Bath with Shower
- Telephone with Separate Data Port
- Complimentary Wireless Internet Access
- No refrigerator in rooms.
- Ice Available



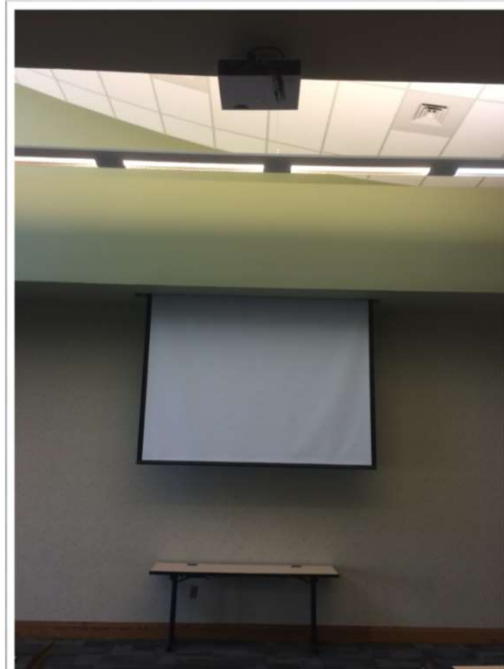
Seminar Room



Seminar Room



Seminar Room



Outside of Seminar Room



Outside of Seminar Room



Pavilion



Pavilion



Pavilion

- Food can be provided on sight at the Pavilion
- Reserved for Final Night of the Academy
- Restrooms are located at the Pavilion
- Fire Pit in the vicinity of the pavilion



After Dining Opportunities



Fire Pit (Old Site)



Event:

Wednesday Night, March 15, 2017

Status:

- Reserved



Additional Venues / Games

- Raptor Meet and Greet at Lunch
 - Pre-coordination is required
- Putt-Putt Golf
- 1 x Corn Hole Board



Food and Drinks



Food and Drinks

- Breakfast/Lunch/Dinner is all served at the Lodge unless directed to be served elsewhere for a fee. Times are strict.
- Water Station in the Meeting Room is FREE
- All day Coffee can be provided in a Carafe for a fee. It can also be added on an as-needed basis.
- Breaks
 - Soft Drinks and Water are by Consumption
 - Tea is by the gallon



Facilitator Guide Training Book



Outline

- Facilitator Guide
- Miscellaneous Information
- Module
- Resources



**Facilitator Guide
Training**

**ALDOT Leadership
Academy**

Spring 2017



Facilitator Guide



Facilitator Guide

- There are two components to the Facilitator Guide:
 - First Component:
 - General overview of the leadership program
 - Second Component:
 - General information for facilitators in understanding the goals for the Leadership Academy
- The Facilitator Guide also provides an overview of each module.
 - Provides the purpose of each module
 - Suggestions for Participant Engagements



Miscellaneous Information



Miscellaneous Information

- [ALDOT Leadership Academy Website](#)
- [DiSC Website](#) (Personality Test)
- Directions to the 4-H Center
- Cell Phone Service
- Module Contacts



Miscellaneous Information

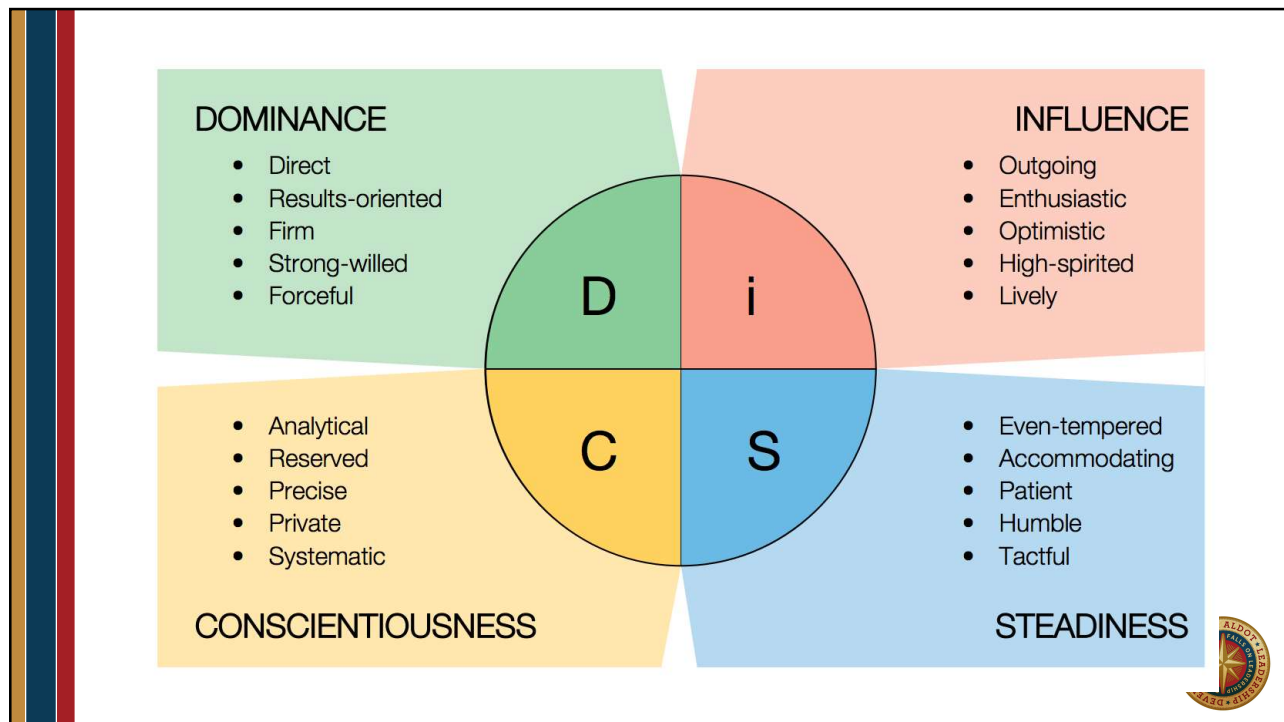
- [ALDOT Leadership Academy Website](#)
- <http://miscwapps.dot.state.al.us/Leadership>



Miscellaneous Website

- [DiSC Website](#) – Personality Test
- <https://discpersonalitytesting.com/free-disc-test/>
- Participants have been asked to take the Personality Test.





Miscellaneous Information

- Directions to 4-H Center
 - 892 Four H Road, Columbiana, AL 35051
- Cell Phone Service
 - Very limited.
- Wi-Fi is available in Meeting Rooms, Lodge, and Hotel Rooms



Miscellaneous Information

- Module Contacts

<u>Module</u>	<u>Contact Person</u>
1- History of ALDOT	Kaye Chancellor Davis
2-Leadership Overview	Wade Henry
3-Supervisory Transition	Scott Overby
4-Character and Ethics	Wade Henry
5-Effective Communication	Barry Fagan
6-Characteristics of Effective Communication	Barry Fagan
7-Professional Written Communication	Barry Fagan
8-Media Communications	Josh Phillips
9-Facilitation and Presentation Skills	Barry Fagan
10-Strategic Planning and Vision	Wade Henry



Miscellaneous Information

- Module Contacts

<u>Module</u>	<u>Contact Person</u>
11- Stakeholder Identification and Engagement	Barry Fagan
12- Positive Change Management	Wade Henry
13- Employee Personality	Scott Overby
14-Employee Development	Scott Overby
15- Positive Influence	Andrew Harry
16-Employee Mentoring	Scott Overby
17-Evaluating Leadership Effectiveness	Scott Overby



Module



Module

- Title Sheet
- Read Ahead Material
 - Assigned reading material for all participants.
- Handout
 - Based solely on the Presentation. Participants will fill the handout for each module.
- Presentation
- Toolbox
 - Only accompanies certain modules. Includes additional information that is not covered in the read ahead or presentation.



Resources



Resources

- Personal Growth Plans
 - Each participant is encouraged to fill these out after each session
- Evaluation Forms
 - Instructors will be provided these after each session
- Additional References
- Recommended Readings
 - Each participant will receive the 360 Degree Leader book by John Maxwell





Lamar “Bubba” Woodham, PE, PLS
Deputy Director, Administration
Inspirational Moment



“There are no secrets to success. It is the result of preparation, hard work, and learning from failure.”

Colin Powell