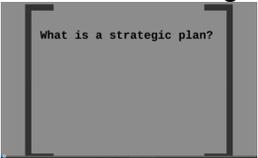
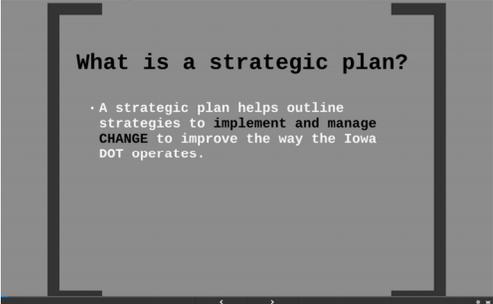
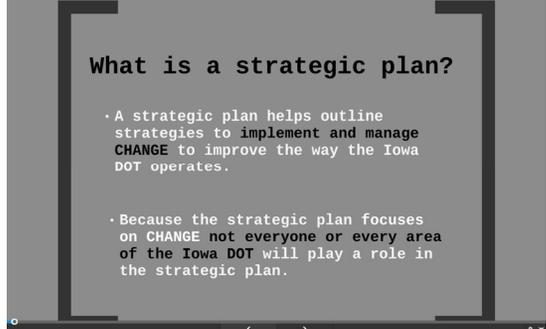
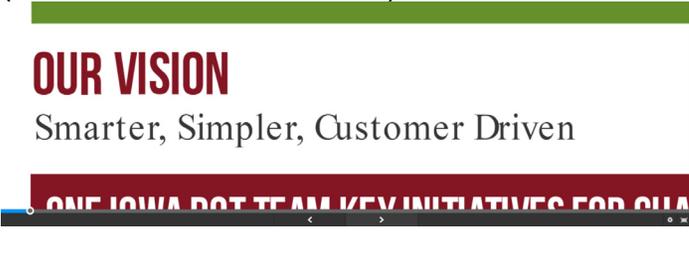


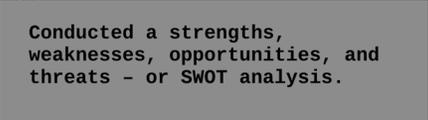
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SLIDE	WHAT IS ON THIS SLIDE	NARRATION/PRESENTER SCRIPT
1	<p>Image of Strategic Plan cover</p> 	
2	<p>What is a strategic plan?</p> 	<p>What is a strategic plan?</p>
Click	<ul style="list-style-type: none"> • A strategic plan helps outline strategies to implement and manage CHANGE to improve the way the Iowa DOT operates. 	<ul style="list-style-type: none"> • A strategic plan helps outline strategies to implement and manage CHANGE to improve the way the Iowa DOT operates.
Click	<ul style="list-style-type: none"> • Everyone will be affected in some way by the changes the plan brings about. 	<ul style="list-style-type: none"> • Everyone will be affected in some way by the changes the plan brings about. • But, because the strategic plan focuses on CHANGE not everyone or every area of the Iowa DOT will be directly involved in the work of the strategic plan.

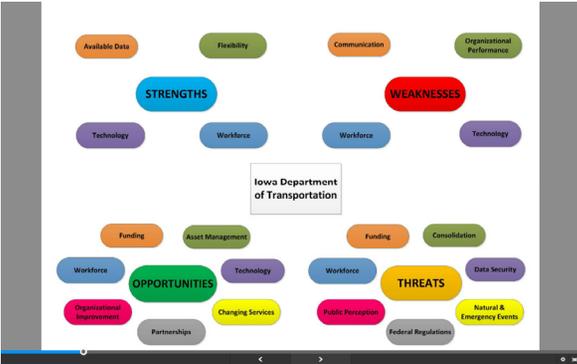
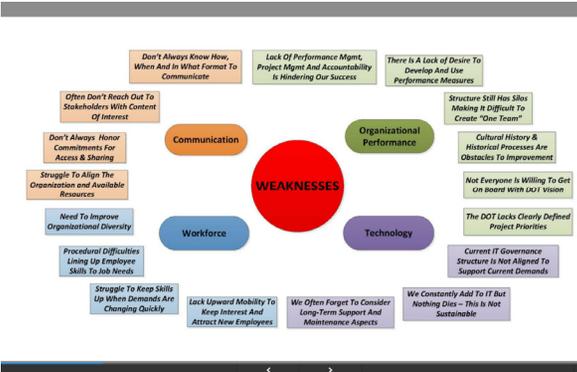
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<p>3</p>	<p>WHERE THE IOWA DOT IS GOING (text on the cover of the SP)</p> 	<p>The strategic plan focuses on where we are going.</p>
<p>4</p>	<p>Our Vision – Smarter, Simpler, Customer Driven (text on the cover of the SP)</p> 	<p>This vision is intended to be something the department and its employees should strive toward.</p> <p>Initiatives in the strategic plan are efforts to make the department as a whole smarter, simpler, customer driven.</p>
<p>5</p>	<p>Think about a strategic plan as an improvement plan for the department.</p> 	<p>One way to think about the strategic plan is as an improvement plan for the department.</p> <p><u><Draw parallel between a strategic plan and an individual performance plan review or some other plan for improvement.></u></p>
<p>6</p>	<p>KEY INITIATIVES FOR CHANGE</p> 	<p>As part of the strategic plan process a review of department performance was conducted.</p> <p>Management team identified initiatives that could move the department toward the vision of smarter, simpler, customer driven.</p>

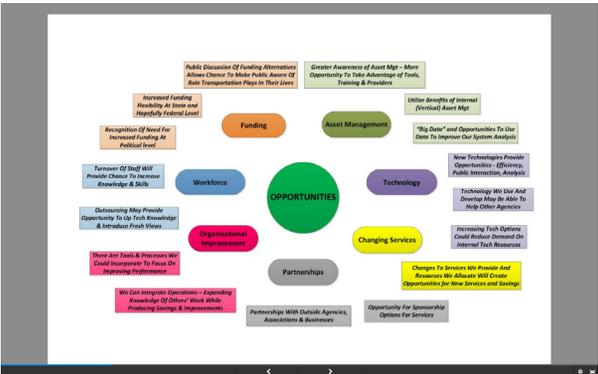
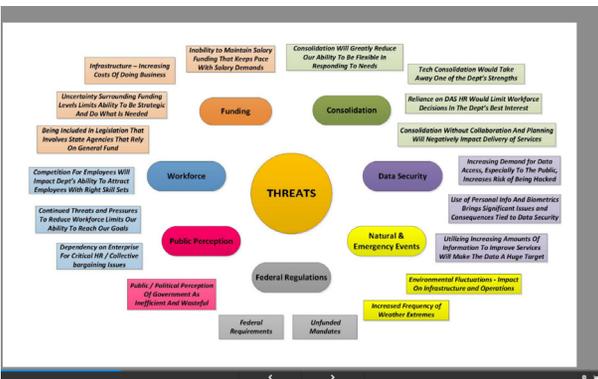
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7	<p>Performance management</p> <p>Data integration</p> <p>Portfolio and project management</p> <p>Organizational communication</p> <p>Workforce and knowledge management</p> <p>(text on the cover of the SP)</p> 	<p>Those initiatives are:</p> <ul style="list-style-type: none"> • Performance management, • Data integration, • Portfolio and project management, • Organizational communication, • And workforce and knowledge management.
8	<p>Why these initiatives?</p> 	<p>How did the management team land on these initiatives?</p>
9	<p>Conducted a strengths, weaknesses, opportunities, and threats – or SWOT analysis</p> 	<p>Management Team conducted a strengths, weaknesses, opportunities, and threats – or SWOT analysis.</p>
10	<p>SWOT analysis</p> 	<p>The SWOT analysis looked at what the department was doing well and where we needed improvement.</p>

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<p>11</p>	<p>IMAGE OF SWOT SLIDE 1 – Iowa Department of Transportation</p> 	<p>Strengths, weaknesses, opportunities, and threats were broken into themes.</p> <p>Four themes were identified for both strengths and weaknesses; and seven themes for both opportunities and threats.</p>
<p>12</p>	<p>IMAGE OF SWOT SLIDE 2 – STRENGTHS</p> 	<p>Here you see the specific strengths identified for each of these themes.</p>
<p>13</p>	<p>IMAGE OF SWOT SLIDE 3 – WEAKNESSES</p> 	<p>Specific weaknesses are shown here.</p>

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<p>14</p>	<p>IMAGE OF SWOT SLIDE 4 – OPPORTUNITIES</p> 	<p>Specific opportunities are listed here.</p>
<p>15</p>	<p>IMAGE OF SWOT SLIDE 5 – THREATS</p> 	<p>And, finally, here are some specific threats.</p>
<p>16</p>	<p>Five key initiatives</p> 	<p>Discussion of the areas needing improvement led to the identification of the five key initiatives.</p>

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Click	<p>Performance management</p>  <p>Five key initiatives</p> <p>1 Performance management</p>	<p>Performance management is the use of performance information to improve.</p> <p>This will involve working to understand what we are responsible for, why it is important, and how measures can be used to manage critical processes.</p> <p>Developing a measurement culture will help all levels of the department understand the progress and success of their work.</p> <p><u><Give some examples related to your work unit/division in how a measurement could help you improve performance.></u></p>
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Click	<h2>2 Data integration</h2>  <p>Five key initiatives</p> <ol style="list-style-type: none">1 Performance management2 Data integration	<h3>Data integration</h3> <p>It's critical to better understand the data and information systems that currently exist within the department and determine how we can best leverage those investments.</p> <p>It's also important to recognize that new data and systems may be needed.</p> <p>The linking and integration of data from sources across the department will improve data quality, decrease the number of duplicate systems, and improve the speed and quality of data analysis.</p> <p><u><Give examples or ask for input on systems or data that your work unit/division uses that might be duplicated by another area.></u></p>
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Click	<h3>3 Portfolio and project management</h3> 	<h3>Portfolio and project management</h3> <p>The ability to clearly define project priorities for all types of projects within the Iowa DOT and successfully manage them to completion is imperative for the agency's success, especially as resources continue to become increasingly tight.</p> <p>Growing demands on resources has created a situation that is difficult to sustain.</p>
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Click

4 Organizational communication



Organizational communication

Communication is critical to the success of any organization.

Lacking knowledge of what is going on, and why, contributes to poor employee satisfaction, low morale, and affects productivity.

There is an ongoing need to improve our ability to clearly communicate between employees, within work units, within the department, and with our external customers.

Knowing how, when, and in what format to share information will be critical.

We have a duty to clearly, consistently, and accurately provide access to information, assuring that we are maintaining transparency and fostering trust.

<Give an example or ask for feedback of times where communication may have created a problem for your work unit/division.>

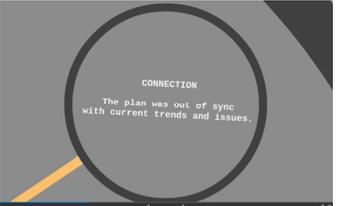
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<p>Click</p>	<p>5 Workforce and knowledge management</p> 	<p>Workforce and knowledge management</p> <p>It's critical for the Iowa DOT to attract, hire, and promote the right people for the job;</p> <p>provide the support necessary for individuals to be successful; and</p> <p>ultimately gain from the wide range of skills and experiences a diverse workforce brings to the Iowa DOT.</p> <p>In addition to attracting new employees and developing employees while they are here, it is vital to find a way of maintaining knowledge within the department after employees leave.</p>
<p>17</p>	<p>So, how do we tackle the work?</p> 	<p>So, how do we tackle the work?</p> <p>As you can see, these are some pretty big initiatives that affect areas across the Iowa DOT.</p>
<p>Click</p>	<p>Change requires resources and time.</p> 	<p>Change requires resources and time.</p>

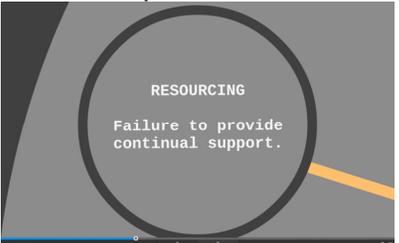
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<p>Click</p>	<p>If we were to tackle all of the initiatives at once, resources would be stretched to the point of not being fully successful in their implementation.</p> 	<p>If we were to tackle all of the initiatives at once, we would stretch resources to the point of not being fully successful in their implementation.</p>
<p>Click</p>	<p>Graphic appears for common pitfall info</p> 	<p>NO NARRATIVE</p>
<p>18</p>	<p>Common problems with strategic plans</p> 	<p>This approach is a common pitfall of many strategic plans, including some past Iowa DOT strategic plans.</p> <p>So, let's talk about common problems with strategic plans.</p> <p><u><If appropriate, ask for feedback on problems with strategic problems in the past.></u></p>

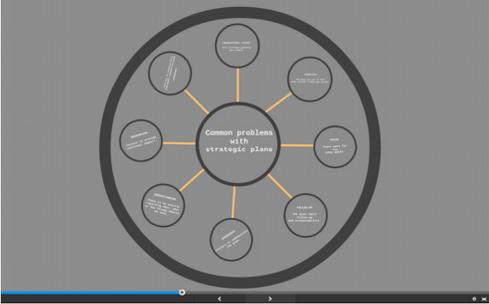
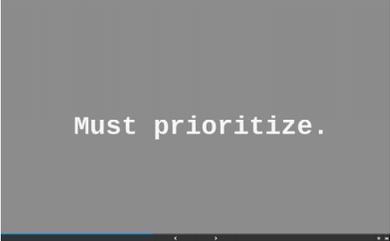
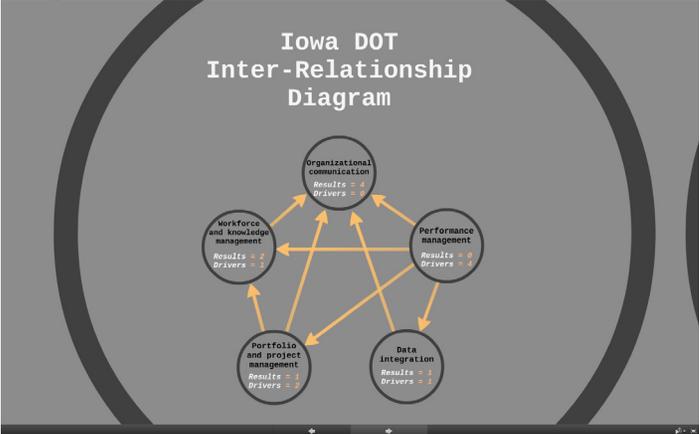
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19	<p>ORGANIZATIONAL HISTORY Results not seen.</p> 	<p>In the past, some employees may have thought that strategic planning was a waste of time because they were not seeing results.</p>
20	<p>CONNECTION The plan was out of sync with current trends and issues.</p> 	<p>Or, the plan was out of sync with current trends and issues.</p>
21	<p>FOCUS There were far too many goals.</p> 	<p>Maybe, there were far too many goals.</p>
22	<p>FOLLOW-UP The plan lacks follow-up and accountability.</p> 	<p>Or, the plan lacks follow-up and accountability.</p>

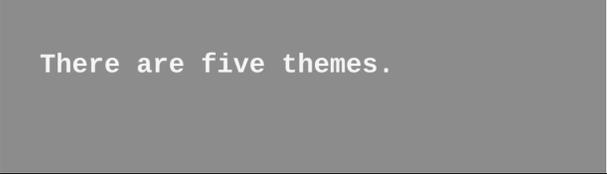
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23	<p>AWARENESS Failure to communicate the plan.</p> 	Failure to communicate the plan may have been a problem in the past.
24	<p>UNDERSTANDING There is no clarity regarding what, who, or how things should be done.</p> 	It wasn't clear what, who, or how things should be done.
25	<p>RESOURCING Failure to provide continual support.</p> 	There may have been failure to provide continual support.
26	<p>LEADERSHIP Uncertain whether leadership truly believes in the plan.</p> 	Or, employees were uncertain whether leadership truly believes in the plan.

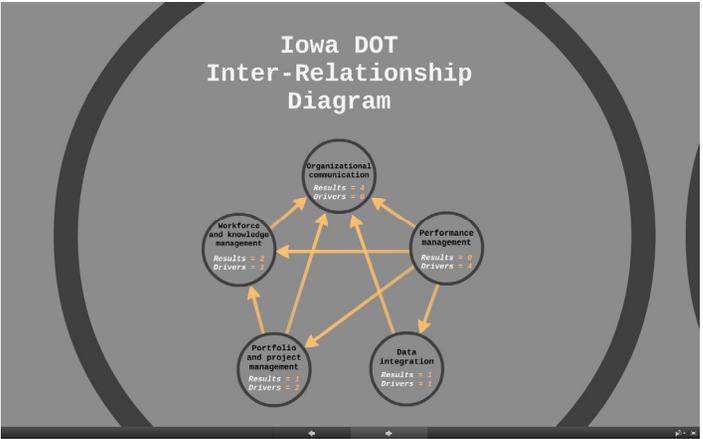
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27	<p>Graphic appears for common pitfall info</p> 	NO NARRATIVE
28	<p>Must prioritize.</p> 	So, the decision was made that work needed to be prioritized.
29	<p>Iowa DOT Strategic Planning Inter-Relationship Diagram</p> 	Management Team discussed the relationship between each of the five themes to determine which areas would drive change.

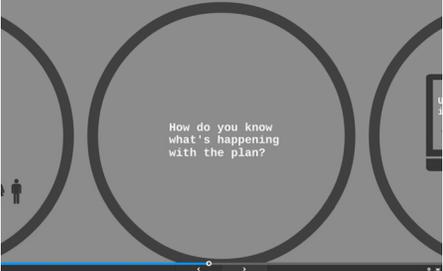
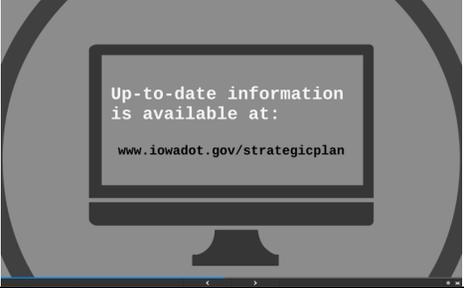
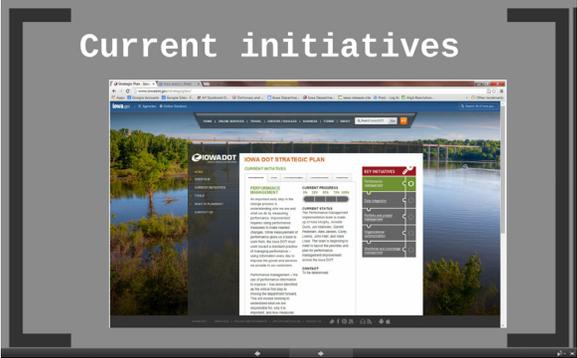
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30	There are five themes. 	There are five themes.
Click	Arrows pointing away from themes are impacting other themes – or "drivers." 	Arrows pointing away from themes are impacting other themes – or "drivers."
Click	Arrows pointing toward themes affected by other themes – or called "results." 	Arrows pointing toward themes are affected by other themes – or called "results." Areas with the largest number of "drivers" were set as the areas to work on first.

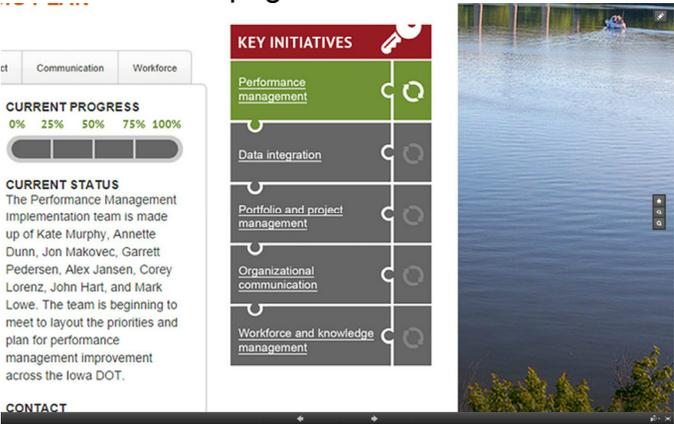
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<p>31</p>	<p>Performance management</p> <p>Results = 0 Drivers = 4</p> 	<p>We've identified performance management as our first priority, because it had the largest number of drivers.</p>
<p>32</p>	<p>IMAGE OF THE INTER-RELATIONSHIP DIAGRAM</p> 	<p>But we will eventually get to all key initiatives identified for change.</p> <p>The number of initiatives worked on at a time will be determined by the resources available to commit to that work.</p> <p>Additional initiatives may be identified as business needs evolve and will be prioritized with existing initiatives.</p>
<p>33</p>	<p>Who's doing the work?</p> 	<p>As work starts on each initiative, the Management Team will be identifying a group of individuals to do the work.</p> <p>Depending on the scope of the work necessary, subgroups and other individuals may be asked to join the work.</p>

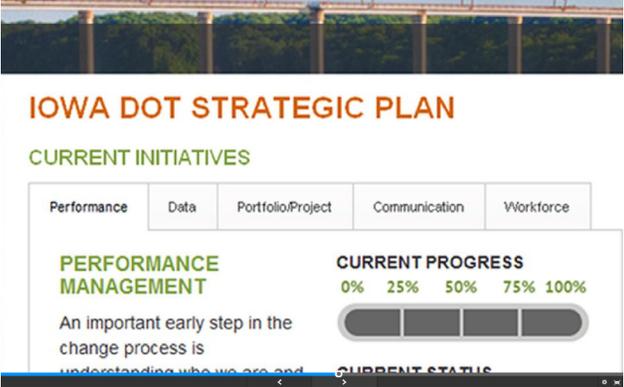
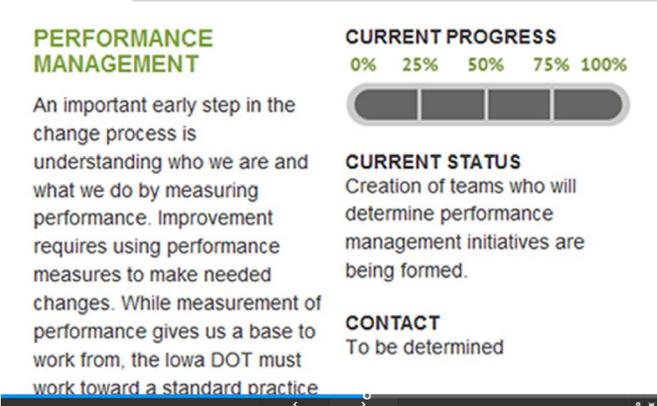
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34	<p>How do you know what's happening with the plan?</p> 	<p>How do you know what's happening with the plan?</p>
35	<p>Up-to-date information is available at:</p> <p>www.iowadot.gov/strategicplan</p> 	<p>The most up-to-date information about the plan is available at:</p> <p>iowadot.gov/strategicplan.</p>
36	<p>Current initiative</p> <p>Image of strategic plan website's home page</p> 	<p>On the website, you'll see</p>

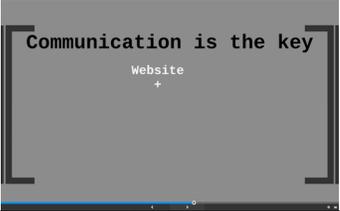
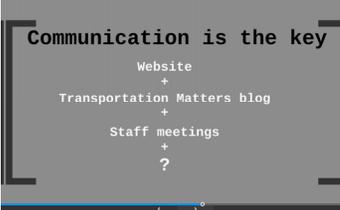
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37	<p>Image of strategic plan website's home page</p> 	current initiatives listed at the top of this page.
38	<p>Image of key initiatives on the strategic plan website's home page</p> 	<p>The key initiative chart is on the right of the Web page.</p> <p>Items in the green boxes are the initiative or initiatives that are currently being worked on.</p> <p>You can click the initiative name in the chart and that will take you to more detailed information on activities related to the progress of that initiative.</p> <p>It's important to note that for initiatives that haven't been started, there will be no detailed information available.</p>

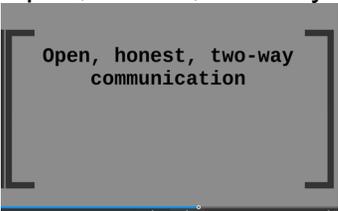
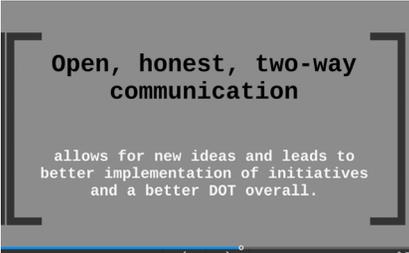
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<p>39</p>	<p>IMAGE OF THE WEB PAGE</p> <p>CURRENT INITIATIVES</p> <p>TABS FOR PERFORMANCE, DATA, PORTFOLIO/PROJECT, COMMUNICATION, WORKFORCE</p>  <p>The screenshot shows a web page titled "IOWA DOT STRATEGIC PLAN" with a sub-section "CURRENT INITIATIVES". It features a navigation bar with tabs for "Performance", "Data", "Portfolio/Project", "Communication", and "Workforce". The "Performance" tab is active, displaying "PERFORMANCE MANAGEMENT" and "CURRENT PROGRESS" with a progress bar at 0%. Below the progress bar, there is a brief description: "An important early step in the change process is understanding who we are and..."</p>	<p>There is a tab for each initiative.</p>
<p>40</p>	<p>PERFORMANCE MANAGEMENT</p> <p>CURRENT PROGRESS</p> <p>CURRENT STATUS</p> <p>CONTACT</p>  <p>The screenshot shows a detailed view of the "PERFORMANCE MANAGEMENT" section. It includes a "CURRENT PROGRESS" bar at 0%, a "CURRENT STATUS" section with the text "Creation of teams who will determine performance management initiatives are being formed.", and a "CONTACT" section with the text "To be determined".</p>	<p>Here you see a brief description;</p> <p>a bar showing work progress;</p> <p>a quick update on the current status;</p> <p>and the primary contact or contacts if you have questions.</p>

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41	<p>Communication is key</p> <p>Website +</p> 	<p>It is essential that Iowa DOT employees know what is happening with the plan.</p>
Click	<p>Transportation Matters blog</p> <p>Website + Transportation Matters blog +</p> 	<p>In addition to the website being kept up-to-date on the plan's progress, there will be regular features on the employee side of Iowa DOT's Transportation Matters blog.</p>
Click	<p>Staff meetings</p> <p>Website + Transportation Matters blog + Staff meetings +</p> 	<p>During staff meetings, supervisors and managers are encouraged to talk with their employees about the plan and its progress listed on the website and blog.</p>
Click	<p>?</p> <p>Website + Transportation Matters blog + Staff meetings + ?</p> 	<p>Ask questions.</p>

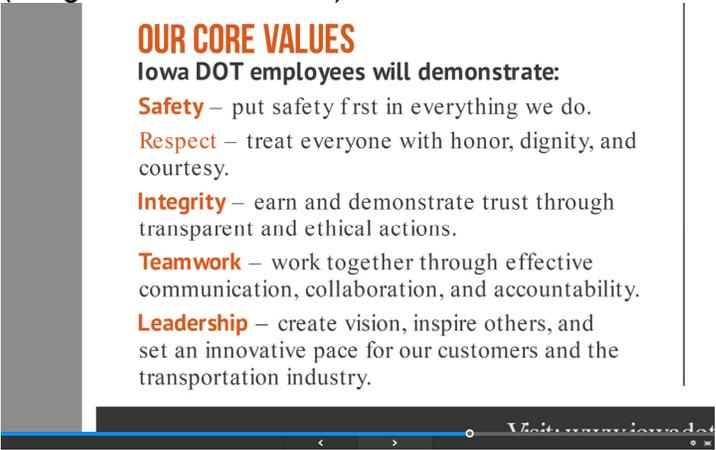
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<p>42</p>	<p>Open, honest, two-way communication</p> 	<p>Open, honest, two-way communication</p>
<p>Click</p>	<p>allows for new ideas and leads to better implementation of initiatives and a better DOT overall.</p> 	<p>allows for new ideas and leads to better implementation of initiatives and a better DOT overall.</p> <p><u><Ask for other ways we can communicate about the strategic plan within our work units, divisions, or the DOT as a whole.></u></p>
<p>43</p>	<p>IMAGE OF STRATEGIC PLAN COVER</p> 	<p>NO NARRATIVE – IMAGE OF THE PLAN</p>
<p>44</p>	<p>Change isn't everything</p> 	<p>Change isn't everything</p>
<p>45</p>	<p>Strategic plans focus on CHANGE.</p>	<p>As we said before strategic plans focus on CHANGE.</p>

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	<p>Strategic plans focus on CHANGE.</p>	
Click	<p>But what about the Iowa DOT's day-to-day operations?</p> <p>Strategic plans focus on CHANGE.</p> <p>But what about the Iowa DOT's day-to-day operations?</p>	<p>But what about the Iowa DOT's day-to-day operations?</p>
46	<p>Our Mission: Getting you there safely, efficiently, and conveniently. (image on the SP cover)</p> <p>OUR MISSION Getting you there safely, efficiently, and conveniently.</p>	<p>Our mission is getting you there safely, efficiently, and conveniently. Everything you do in your job and as a work area needs to support this mission.</p> <p><u><Provide examples specific to your division or work area.></u></p>

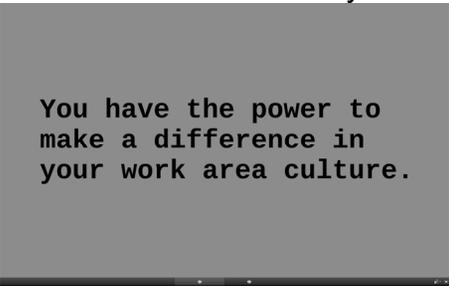
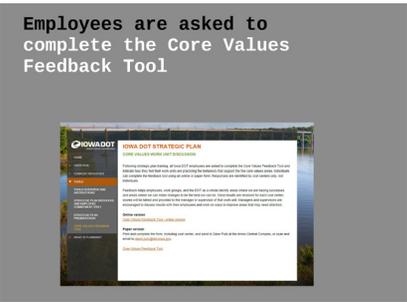
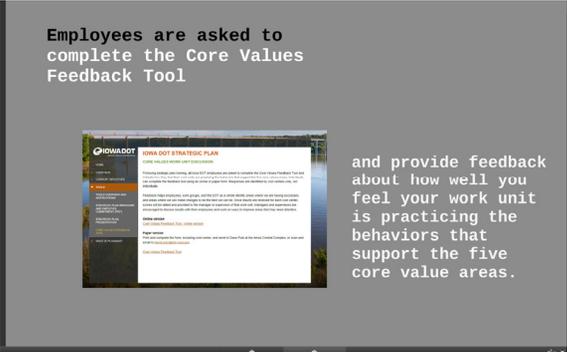
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47	<p>Our Core Values (image on the SP cover)</p>  <p>OUR CORE VALUES Iowa DOT employees will demonstrate:</p> <ul style="list-style-type: none">Safety – put safety first in everything we do.Respect – treat everyone with honor, dignity, and courtesy.Integrity – 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.	<p>Our core values are how Iowa DOT employees are expected to act in our jobs.</p> <p>Safety means putting safety first in everything we do.</p> <p>Respect is treating everyone with honor, dignity, and courtesy.</p> <p>Integrity means you earn and demonstrate trust through transparent and ethical actions.</p> <p>Teamwork is working together through effective communication, collaboration, and accountability.</p> <p>Leadership is creating vision, inspiring others, and setting an innovative pace for our customers and the transportation industry.</p>
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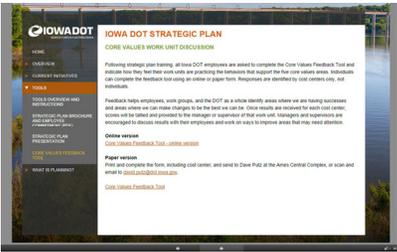
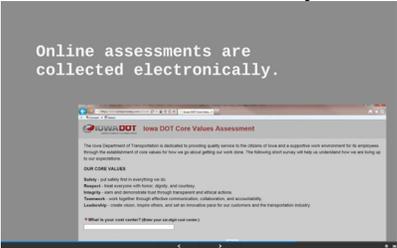
The strategic plan Prezi and script are meant to guide you through the process of explaining the plan to other employees. You are encouraged to add examples unique to your work units as well as encourage conversation related to areas within this presentation.

<p>48</p>	<p>Everyone (image of page 2 of strategic plan)</p> 	<p>It was mentioned earlier that not everyone will have a role in the work of the strategic plan, which is meant to bring about change.</p>
<p>click</p>	<p>has a role in how the Iowa DOT operates day-to-day.</p> 	<p>But everyone DOES HAVE a role in how the Iowa DOT operates day-to-day.</p>
<p>49</p>	<p>Image of page 2 of the strategic plan (close up on the five commit to statements)</p> 	<p>Soon, in every Iowa DOT conference room and break room, you will see posters listing what we commit to as Iowa DOT employees.</p> <p>This poster will list the core values and behaviors that support those values.</p> <p>Read and understand these commitments.</p>

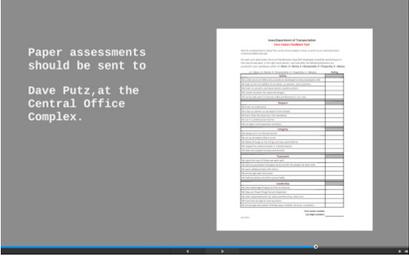
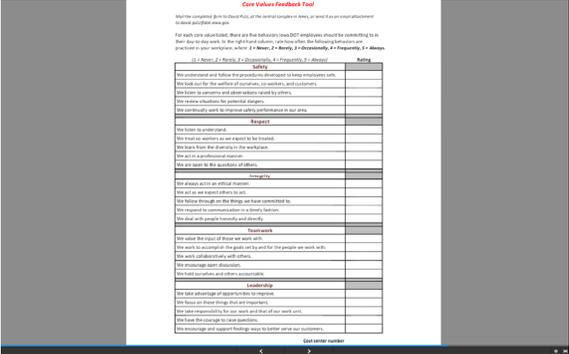
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50	<p>You are accountable for your own actions.</p> 	<p>You have the power to make a difference in your work area culture.</p>
51	<p>Employees are asked to complete the Core Values Feedback Tool</p> 	<p>Following today's presentation you will be asked to complete the Core Values Feedback Tool.</p>
Click	<p>And provide feedback about how well you feel your work unit is practicing the behaviors that support the five core value areas.</p> 	<p>And provide feedback about how well you feel your work unit is practicing the behaviors that support the five core value areas.</p>

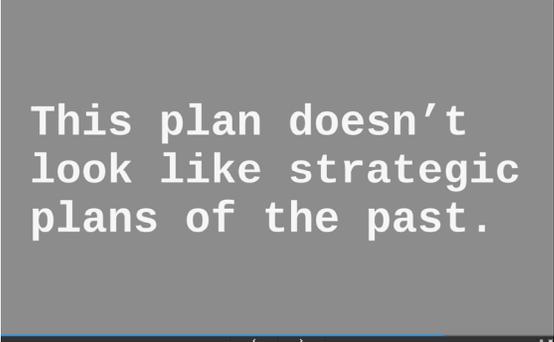
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<p>52</p>	<p>Image of the strategic plan website</p> 	<p>Feedback results are identified by cost centers only, not individuals and can be done online or on paper.</p>
<p>53</p>	<p>Online Core Values Feedback Tool results are collected electronically.</p> 	<p>Online results are collected electronically.</p>
<p>54</p>	<p>SCREEN SHOT OF ONLINE FEEDBACK TOOL</p> 	<p>NO NARRATION</p>

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<p>55</p>	<p>Paper feedback tools should be sent to Dave Putz, at the Central Office Complex.</p> 	<p>Paper feedback tool should be sent to Dave Putz, at the Central Office Complex.</p>
<p>56</p>	<p>SCREEN SHOT OF PAPER FEEDBACK TOOL</p> 	<p>Once results are received for each cost center, scores will be tallied and provided to the manager or supervisor.</p> <p>Managers and supervisors are encouraged to discuss results with their employees and work on ways to improve areas that need attention.</p> <p>Management team is committed to follow-up surveys in the future.</p> <p>Feedback helps employees, work groups, and the DOT as a whole identify areas where we are having successes and areas where we can make changes to be the best we can be.</p>

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57	<p>This plan doesn't look like strategic plans of the past.</p> 	<p>You may be thinking, this plan doesn't look or feel like strategic plans of the past.</p> <p>And it's not. A plan should not be something we write into a document then set on a shelf gathering dust.</p>
58	<p>More than just the look has changed.</p> 	<p>More than just the look has changed ...</p>
59	<p>We are constantly working the strategic plan.</p> <ul style="list-style-type: none">• We are constantly working the strategic plan.	<p>Management team wants to assure that we are constantly working the strategic plan.</p>
60	<p>Work will be ongoing and communication continual.</p> <ul style="list-style-type: none">• Work will be ongoing and communication continual.	<p>Today's rollout is just the beginning. Work for the plan will be ongoing and communication about the plan will continual.</p>

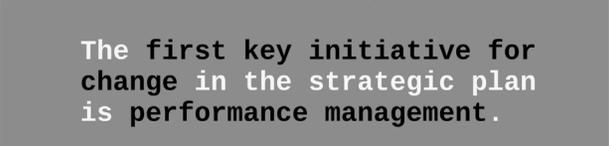
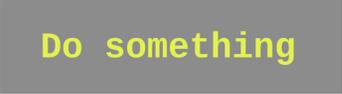
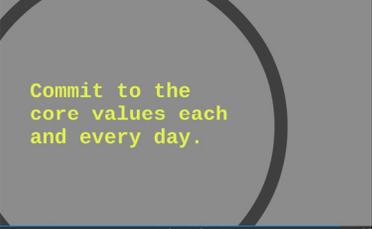
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61	<p>Strategic planning</p> <p>Strategic planning</p>	So to recap, strategic planning is
Click	<ul style="list-style-type: none"> • A plan that brings about change. <p>Strategic planning</p> <ul style="list-style-type: none"> • A plan that brings about change. 	<ul style="list-style-type: none"> • A plan that brings about change.
Click	<ul style="list-style-type: none"> • All employees or work units may not be involved in the planning process. <p>Strategic planning</p> <ul style="list-style-type: none"> • A plan that brings about change. • All employees or work units may not be involved in the planning process. 	<ul style="list-style-type: none"> • Not all employees or work units are involved in the work.
Click	<ul style="list-style-type: none"> • But everyone will be affected by the changes the plan brings about. <p>Strategic planning</p> <ul style="list-style-type: none"> • A plan that brings about change. • All employees or work units may not be involved in the planning process. • But everyone will be affected by the changes the plan brings about. 	<ul style="list-style-type: none"> • But everyone will be affected by the changes the plan brings about.

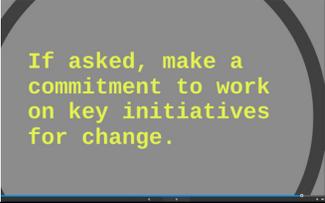
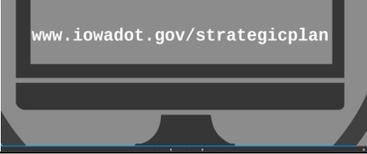
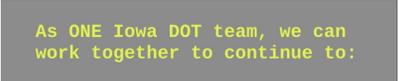
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Click	<ul style="list-style-type: none">• Just because you may not be involved in the work of the strategic plan, it still means you are involved in implementing change in your day-to-day work. <div data-bbox="212 305 606 557" style="background-color: #cccccc; padding: 5px;"><p>Strategic planning</p><ul style="list-style-type: none">• A plan that brings about change.• All employees or work units may not be involved in the planning process.• But everyone will be affected by the changes the plan brings about.• Just because you may not be involved in the work of the strategic plan, it still means you are involved in implementing change in your day-to-day work.</div>	<ul style="list-style-type: none">• Just because you may not be involved in the work of the strategic plan, it still means you are involved in implementing change in your day-to-day work.
Click	<ul style="list-style-type: none">• Your job is to best understand how you operate day-to-day so we can continue to improve. <div data-bbox="212 634 682 992" style="background-color: #cccccc; padding: 5px;"><p>Strategic planning</p><ul style="list-style-type: none">• A plan that brings about change.• All employees or work units may not be involved in the planning process.• But everyone will be affected by the changes the plan brings about.• Just because you may not be involved in the work of the strategic plan, it still means you are involved in implementing change in your day-to-day work.• Your job is to best understand how you operate day-to-day so we can continue to improve.</div>	<ul style="list-style-type: none">• Your job is to best understand how you operate day-to-day so we can continue to improve.

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62	<p>The first key initiative for change in the strategic plan is performance management.</p> 	<p>As we discussed, the first key initiative for change in the strategic plan is performance management.</p>
Click	<p>Work of this group will focus on performance planning.</p> 	<p>Work of this group will focus on performance planning.</p>
63	<p>Do something</p> 	<p>We also know that many will be excited to do something with this information.</p> <p>So, what can you do?</p>
64	<p>Fill out your individual Core Values Feedback Tool for your cost center.</p> 	<p>Fill out your individual Core Values Feedback Tool for your cost center.</p> <p>When you receive your work area results, work as a group to change areas that may be of concern.</p>
65	<p>Commit to the core values each and every day</p> 	<p>Make sure YOU commit to the core values each and every day you come to work.</p>

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66	<p>If asked, make a commitment to work on key initiatives for change.</p> 	<p>If asked to participate, make a commitment to work on key initiatives for change.</p>
67	<p>Keep up with what's happening by visiting the website often.</p> 	<p>And visit the website often to keep up with what's happening with the strategic plan at:</p>
68	<p>www.iowadot.gov/strategicplan</p> 	<p>iowadot.gov/strategicplan</p>
69	<p>As ONE Iowa DOT team, we can work together to continue to:</p> 	<p>As ONE Iowa DOT team, we can work together to continue to</p>
Click	<p>Make our agency a great place to work.</p> 	<p>Make our agency a great place to work.</p>
Click	<p>Provide outstanding service.</p> 	<p>And provide outstanding services.</p>

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70	<p>www.iowadot.gov/strategicplan (and image of the strategic plan cover)</p> 	<p>For complete information on the strategic plan, updates on key initiatives, and copies of plan materials visit: www.iowadot.gov/strategicplan.</p>
71	<p>IMAGE OF DOT LOGO (image on SP cover)</p> 	