

2014 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

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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