

PLAN • **Organize** • **Implement** • **Control** • Analyze • Objectives • Responsibility • Scope • Budget source • Training • Assign Responsibility • Measure

UNDERSTAND YOUR ROLE

Back Ground: Superintendent – tech1 / hands on all work op's

MAINTENANCE OPERATIONS: Employees / Tools / Training / Traffic Control / Safety / Equipment

Deliver Area Maintenance Program: S&I / Roadside / Technology / Maintenance Activities

CONTINUOUS INTERFACING: Build Teams / Relationships / Partnerships

LEADERSHIP: RESPECT & VALUE / TEACH / MOTIVATE / Decision making / Build relations

EMPLOYEES Growth & Development: empower / feedback / Training / Coach & Mentor

COMMUNICATION / TRUST: written & oral / respect & value / facilitator / listen for understanding / clear expectations / honest / fair

CUSTOMERS: Internal & External / Regions / Areas / HQ / Legislature / Commissions'

COMMITTEES: WZSTF / MAP's / Maint. Technology Users Group / Work Zone Eq. Criteria

TECHNOLOGY: Present / Future / IT / Collect Data / Smart boards // MAP's / HATS / Units

BUDGETS: LEMO / Planning / 9 groups / Units

EQUIPMENT: Utilization / Future needs

SAFETY: reduce accidents / identify / participate / daily plans / Tom's plan / Zack

PRESENTATIONS Road & Street / snow fighters / media interviews

THINKING: imagination / creative / brainstorm / change / improve

CONFLICT / RESOLUTION: Identify Issue / Understanding / Valid points / Facts / input resource realistic / facilitate / set direction in spite of differences / flexible when appropriate / Firm, Fair

SKILLS & ABILITIES

S&I / Roadside / Maintenance Technology / Background / Communication skills / Manage div staff / Planning / Budgets / Partnerships / Legislature /

WANT THE POSITION: Challenges, growth / leader / lead change / retirement / team building

LEAD the OFFICE: Identify roles / customers, stakeholders, suppliers / vision, goals, objectives / specific actions / performance measures / Identify weakness / develop resolutions / continue development MAP, Technology / relationship with Strategic plan

S&I: Budget - Technology - Training – Equipment – Products - Communication

Snow College / salt, liquid, sand / applications, SOP's / plm cost / documentation / technology / weather / pre-winter meetings

25gl @ .90 = \$22.50 plm (25gl x 3lbs salt = 75lbs actual salt)

200lbs salt @ .09 = \$18.00 plus 20gl per ton pre-wet 2gl @ \$1.80 + \$18.00 = \$19.80 / 206lbs salt

Roadside: Training – Equipment – Budget – Technology – Methods – Communication

IVM: manual / mechanical / spray / mowing / zone 1, 2, 3

TECHNOLOGY PLATFORM: Define what is needed? SIMPLE / FAST / BETTER

Tort / Liability	Legal Requirements	Budgets	Performance Measures
Unit's	I-PADS	HATS	Data availability
Maint. Users Group	MAP's		

Trust	Coaching	Positive	Empowerment
Communication	Accountable	Firm/fair/honest	Resolution
Team Building	Facilitation	Motivated	Policies/directive
Challenges	overachiever	initiating change	leader

AASHTO American Association of State Highway & Transportation Officials

GIS Geographic Information System