

**ATKINS**

Member of the SNC-Lavalin Group

NDOT STATEWIDE  
**TSMO**  
PROGRAM



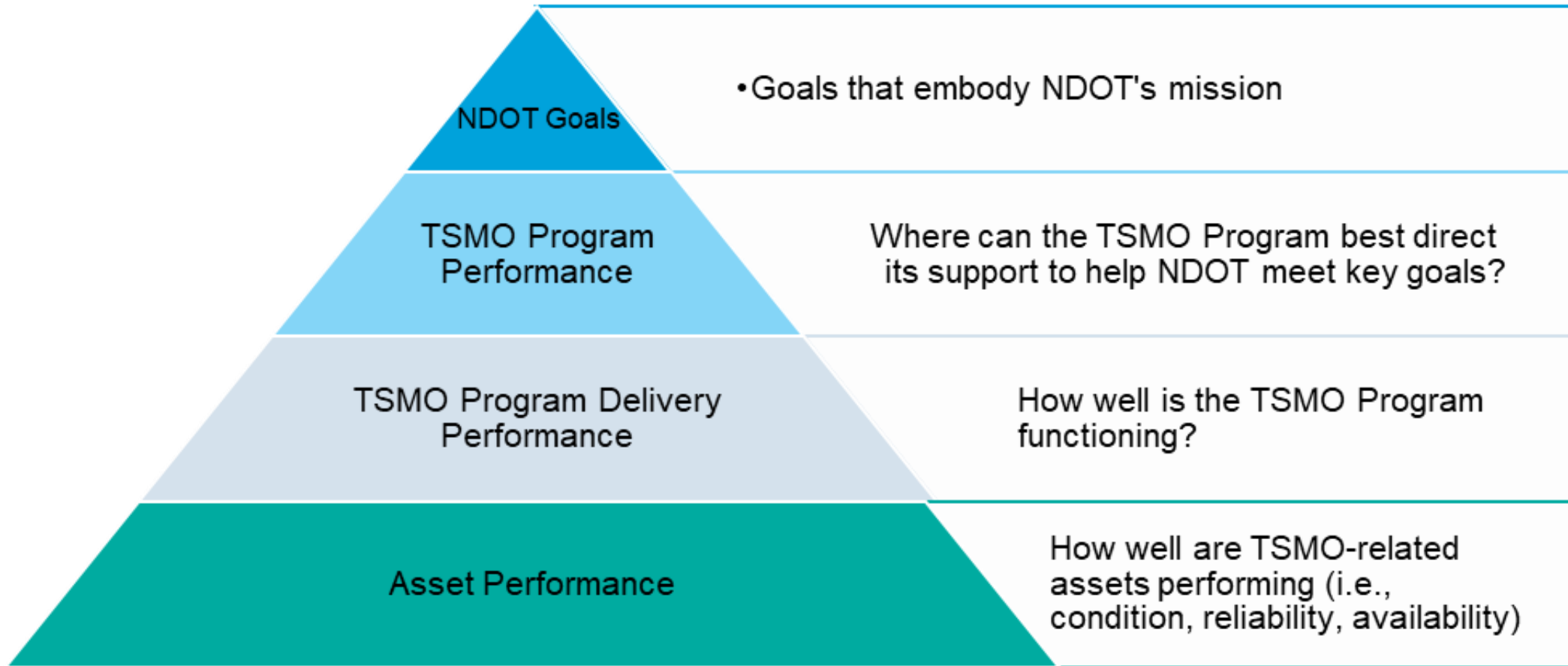
# TSMO Steering Committee August 2021 Meeting

*1 hour*

- TSMO Performance Management Program
- TSMO Staffing and Workforce Development Plan
- TSMO Stakeholder Engagement Plan

# **TSMO PERFORMANCE MANAGEMENT PROGRAM**

- Establish performance measures that help optimize TSMO activities
- Performance measures focus on the achievement of NDOT goals through the TSMO Program and delivery of the Program's commitments
- Build upon recommendations from recent NDOT plans, and serve as a useful input to related future plans

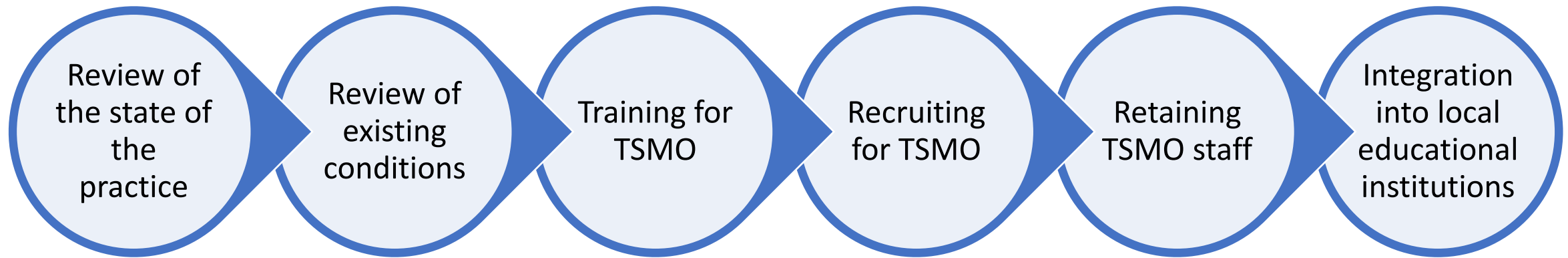


- Framework for measuring and monitoring TSMO Program performance
- Defined roles and responsibilities
- Organized focus on program and asset-level performance
- Informed decision-making

- Revise 60% Draft / Develop 90% Draft
- Develop “responsible, accountable, consulted, and informed” (RACI) matrix

# **STAFFING AND WORKFORCE DEVELOPMENT PLAN**





# POTENTIAL RELATIONSHIPS BETWEEN TSMO POSITIONS AND OTHER NDOT DIVISIONS

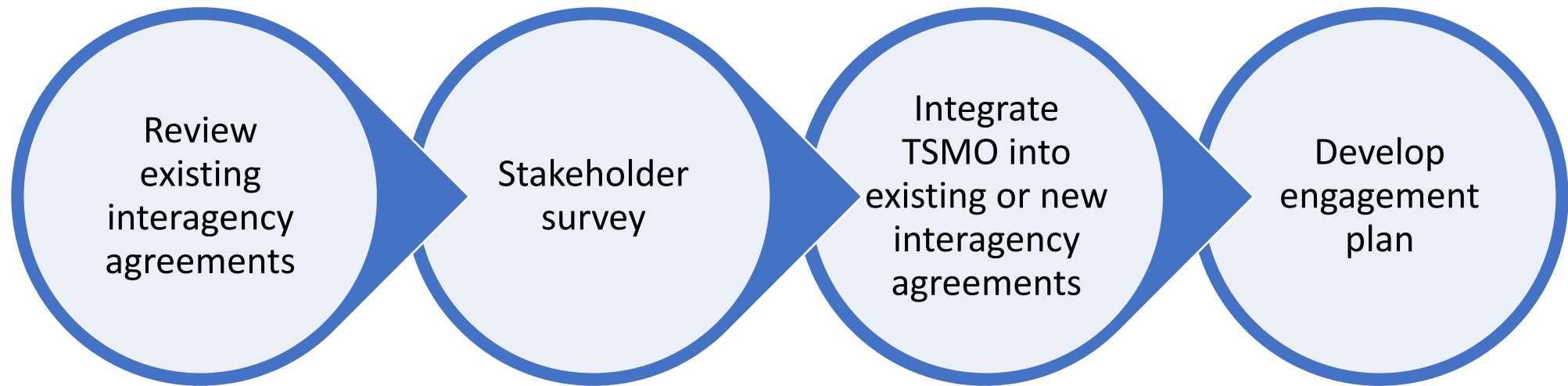
TSMO Positions	Construction	Design	Planning	Asset & Perf. Mgmt.	Safety	Environment
TSMO Engineer						
Transportation Modeling Specialist						
TSMO Program Manager/ Coordinator						
Data Analyst						
TSMO Performance Manager						
Legend						
	Frequent involvement					
	Moderate involvement					
	Infrequent involvement					

Training Package	Training Material	Targeted Audience
<b>Basic</b>	TSMO 101 – Orientation	New hires of all divisions
	TSMO 102 – Introduction to NDOT TSMO Program	New hires of all divisions
	Hands-on TSMO Training	New hires of TO division
	NDOT TO TSMO Forum	New hires of TO division
	New Hires Rotational Program	New hires of TO division
<b>Advanced</b>	TSMO 201 – Business Cases	TO members and other divisions
	TSMO 202 – External Coordination Plan	TO team members
	TSMO 203 – IPT and Evaluation Tool	TO team members and other divisions
	TSMO 204 – Overview of latest NDOT TSMO Topics	TO team members and other divisions
	National Operations Academy Trainings	TO team members

Suggestions	Category
Provide recurring training and professional development opportunities	Training
Offer mentorship programs and opportunities	Training
Provide leadership training and opportunities	Training/Culture
Offer performance-based compensation	HR
Provide flexible and remote work hours and expand recruitment	HR
Provide regular and effective feedback through frequent anonymous employee survey	HR
Minimize traditional certification and licensure requirements for recruitment	HR/Culture
Clearly articulate the relationships between TSMO positions and the agency mission	HR/Culture
Increase gender and professional diversity in recruitment	HR/Culture
Provide clear definition and expectations for internal and external communication	Culture
Support professional organization involvement and encourage participation in TSMO dialogues.	Culture
Offer extended leave opportunities.	Culture

- Same Course, Revised Course Content
- Research Assistant/Teaching Assistant
- NDOT Officials Presentations
- Professional Organization
- Shadow/Mentorship Programs
- Innovative Career Fairs
- Research, Collaboration, and Development Programs
- Establishing Various Programs in Collaboration with Universities

# **TSMO STAKEHOLDER ENGAGEMENT PLAN**

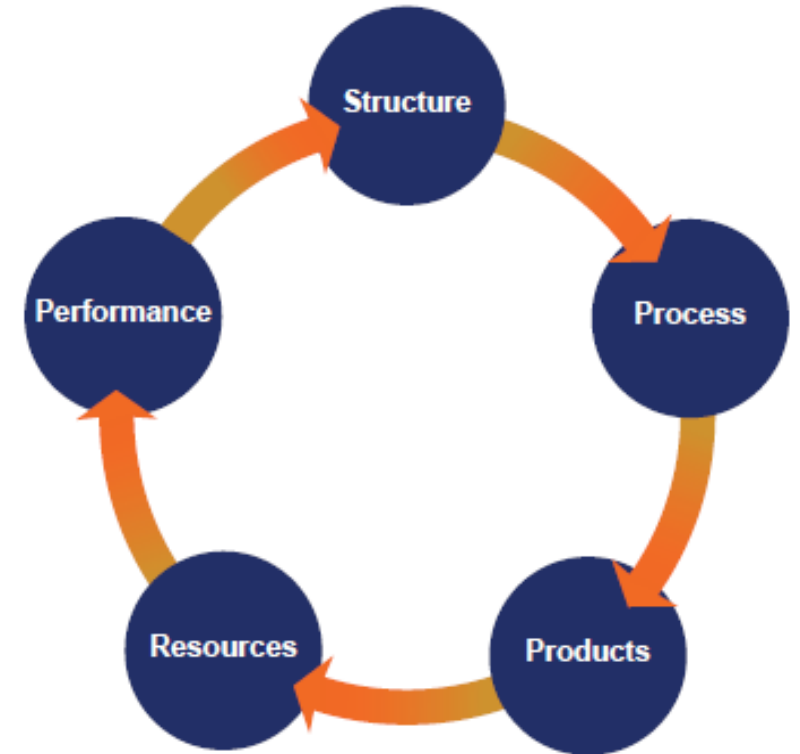


- NDOT-RTC FAST Agreement (interlocal)
- TIM Open Roads Agreements (MOUs)
- TMC Pooled Fund Study
- Western States Rural Transportation Consortium (Rural ITS pooled fund study)
- EITS-NSHE-NDOT Communication Agreement
- NSRS (Nevada Shared Radio System) Agreement



- In progress
- Will be provided via email or interviews
- Aiming to gain input from TSMO stakeholders on interagency needs

- Follow FHWA Guidance for Collaboration and Coordination in a Subarea



**Figure 5. Diagram. The framework for collaboration and coordination in a subarea.**  
*Source: Federal Highway Administration. Regional Transportation Operations Collaboration and Coordination: A Primer for Working Together to Improve Transportation Safety, Reliability, and Security.*

- Existing Interagency Agreements
- Identification of TSMO Partners
- Two-year Plan Including:
  - *Step by step process on when and how to involve external stakeholders*
  - *Schedule and frequency of meetings with stakeholder*
  - *List of suggested meeting discussion topics with stakeholders*

# NEXT TSC MEETING

## NOVEMBER 2021

- 90% Staffing and Workforce Development Plan
- Stakeholder Coordination Plan Survey
- 90% Stakeholder Coordination Plan
- 90% Performance Management Program

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**Thank You**

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