



## *Florida Department of Transportation*

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# Director of Construction's Challenge

## Construction Academy 2015

Each year the Construction Academy attendees are issued a challenge. You represent some of the best and the brightest construction professionals that work for the DOT today. You bring with you ideas and perceptions that may never have been thought about within the Department. As you go through your career within the transportation construction industry you may move into positions that will draw off of your wisdom and many years of construction experience. The Department seeks out experienced construction professionals to write specifications, develop construction plans, perform constructability reviews, assemble training courses and write procedures. While the Department believes it has the best and brightest professionals in these positions of specification writing and course development, sometimes we do not see the forest for the trees. By this I mean, sometimes our best seasoned professionals overlook an item or a way of doing business that professionals like yourself believe (rightly or wrongly) may be done better.

Team challenges in the Construction Academy are designed to let the newer, less experienced construction professionals submit their ideas for doing business smarter by drawing upon their individual experiences that have brought them to this position. This allows your suggestions to be heard by top management not only of the Department but of the Civil Engineering Profession and Construction Industry. On graduation day you will have the opportunity to apply some of the team building training, presentation skills and technical material gleaned from this academy to a real construction situation. You will have the opportunity to present your ideas for improving the process to managers who are always looking for the best way to manage the transportation construction industry.

During the academy you will be expected to work in teams to come up with your best recommendations to answer the Director's Challenge. Your recommendations must be reasonable. You will score very few technical points if your resolution is not plausible.

Your team will meet and discuss the Director's Challenge as the academy day's progress. With your previous experience and new knowledge, does your team believe they have a suggestion for a way to improve a Department process? Is there a specification that could be changed to make your job simpler? Do the people that work for you have the necessary knowledge, skills and abilities to implement your suggestions? Tell us on graduation day your views of how the Department's processes, training, specifications and/or associated procedures can be improved.

The challenge is intended to be an enjoyable as well as a productive learning experience. Creative approaches (i.e. role playing, themes, props, etc.) are encouraged. Be innovative but at the same time, be professional and get our point across. Remember, senior management will be present on graduation day to observe your presentation.

You are expected to meet after regular session hours and discuss your team's project. During the week between the first and second weeks of the academy you should think about any material you may want to retrieve from your workplace. Think about any props you may want to bring back with you to the academy when you reconvene the second week.

As with past Construction Academy challenges your ideas and suggestions will be further evaluated after the school is complete. If your team's idea(s) is selected for further evaluation, you team could receive further recognition.

### **Project Rules**

1. Presentation must begin and last a minimum of 15 minutes but no more than a maximum of 20 minutes total time. (1 point penalty per minute, under or over.)
2. The moderator will allow up to 5 minutes for Q&A by the judges.
3. Each team member must participate in the presentation.
4. Video may be used as a visual aid but must not constitute the entire presentation.
5. At least two types of visual aids must be used.
6. Good listening skills are to be used during other team's presentations (5%)
7. The team must have a deliverable version of their recommendations for the Central Office (electronic and hard copy) on graduation day.