Department of Innovation

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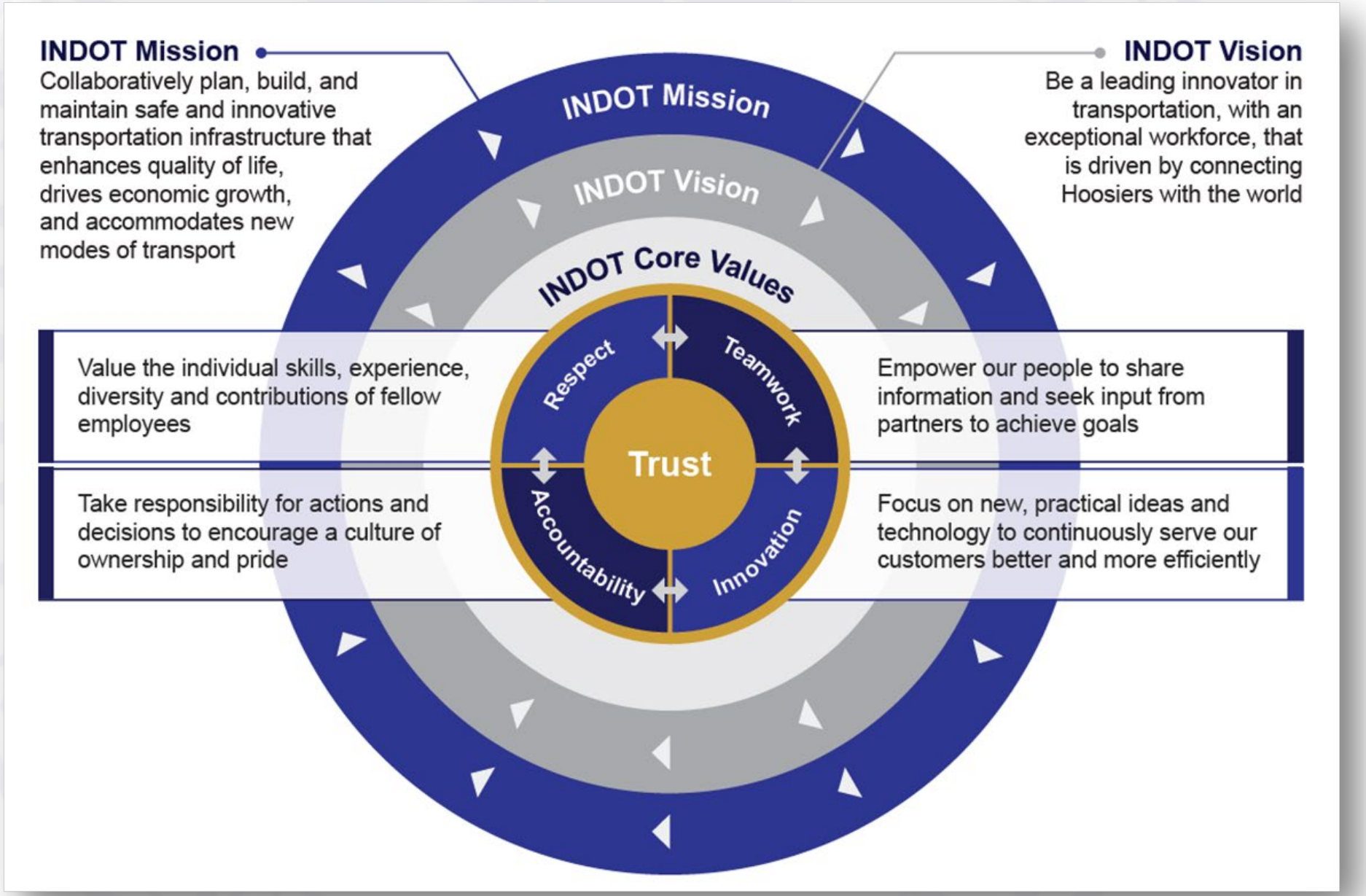
NextLevel INDIANA

Mission Vision Values



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Innovation Department Mission Statement

We gather information and input from ALL levels of INDOT, focusing on solutions while fostering an environment of idea-sharing, testing and implementation. We WILL recognize and celebrate the contributions that move INDOT to the NextLevel.

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Innovation is the best kept secret in your organization!!!!!

It’s happening every day all day!!!

Innovation Process All Year

Collect Ideas

- Encourage INDOT employees to submit innovative ideas via the portal, kiosk, or paper

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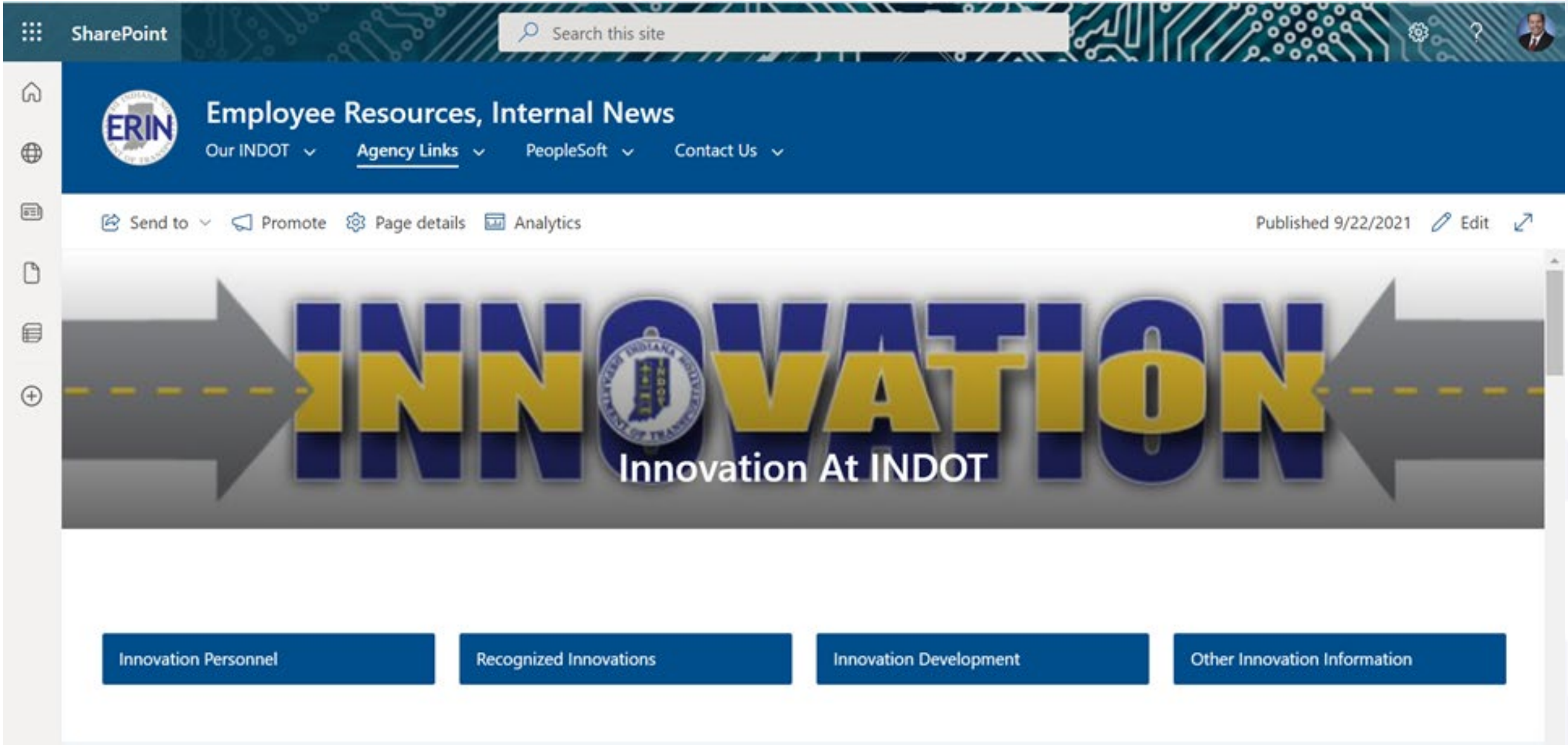
Web Page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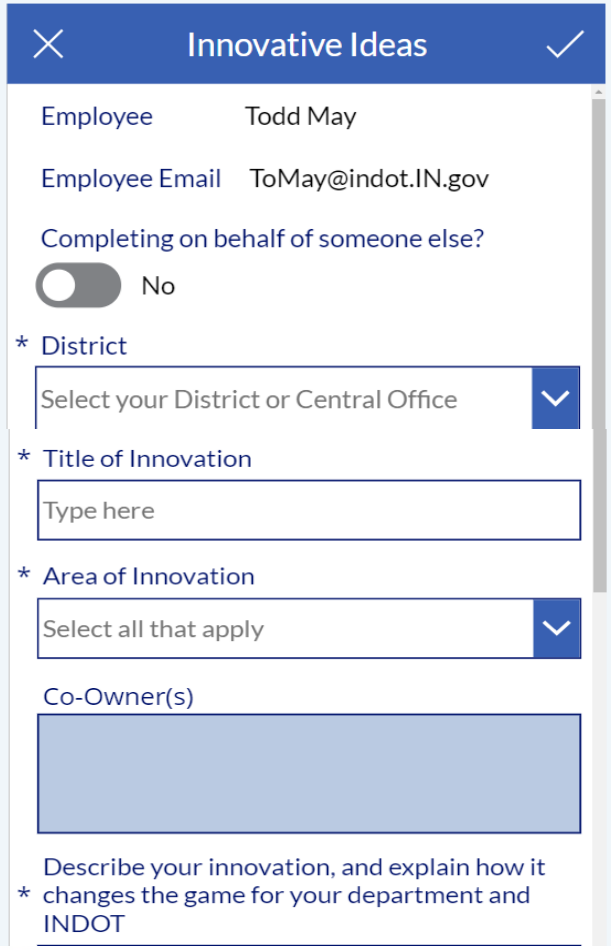
Edit
INNOVATION
Innovation At INDOT
Innovation Personnel
Recognized Innovations
Innovation Development
Other Innovation Information

Innovation submissions will be evaluated according to the following criteria:

- Technology Description – "Technology" may include processes, products, techniques, procedures, and practices.
- State of Development – Has the idea been implemented successfully somewhere at INDOT? Favors innovations that have advanced beyond the research stage, at least to the pilot deployment stage, and preferably into routine use.
- Payoff Potential – Offers a high benefit in terms of cost savings, improved efficiency, or increased productivity.
- Market Readiness – Requires a reasonable level of cost, time, and effort for integration across INDOT.

Complete the fields in the form below and when you are finished, click on the the <u>check mark</u> in the upper right corner to submit your idea!



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Innovation Council Participation

72 Total Members (6 Districts & Central Office)

- Voluntary participation
- No Directors
- Innovation as a core value is part of performance evaluations and participation can affect scoring.

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Idea Vetting

- Innovation councils gather information working with idea owners

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Determining Winning Ideas

Council Vote

- Innovation councils score ideas using a universal rubric that includes agency impact, readiness, and ease of implementation

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State Award Winners

State Vote

- Innovation councils score ideas using a universal rubric that includes agency impact, readiness, and ease of implementation

- Winning ideas are presented to Exec Team moving them to statewide implementation.
- No ideas to date have been vetoed.

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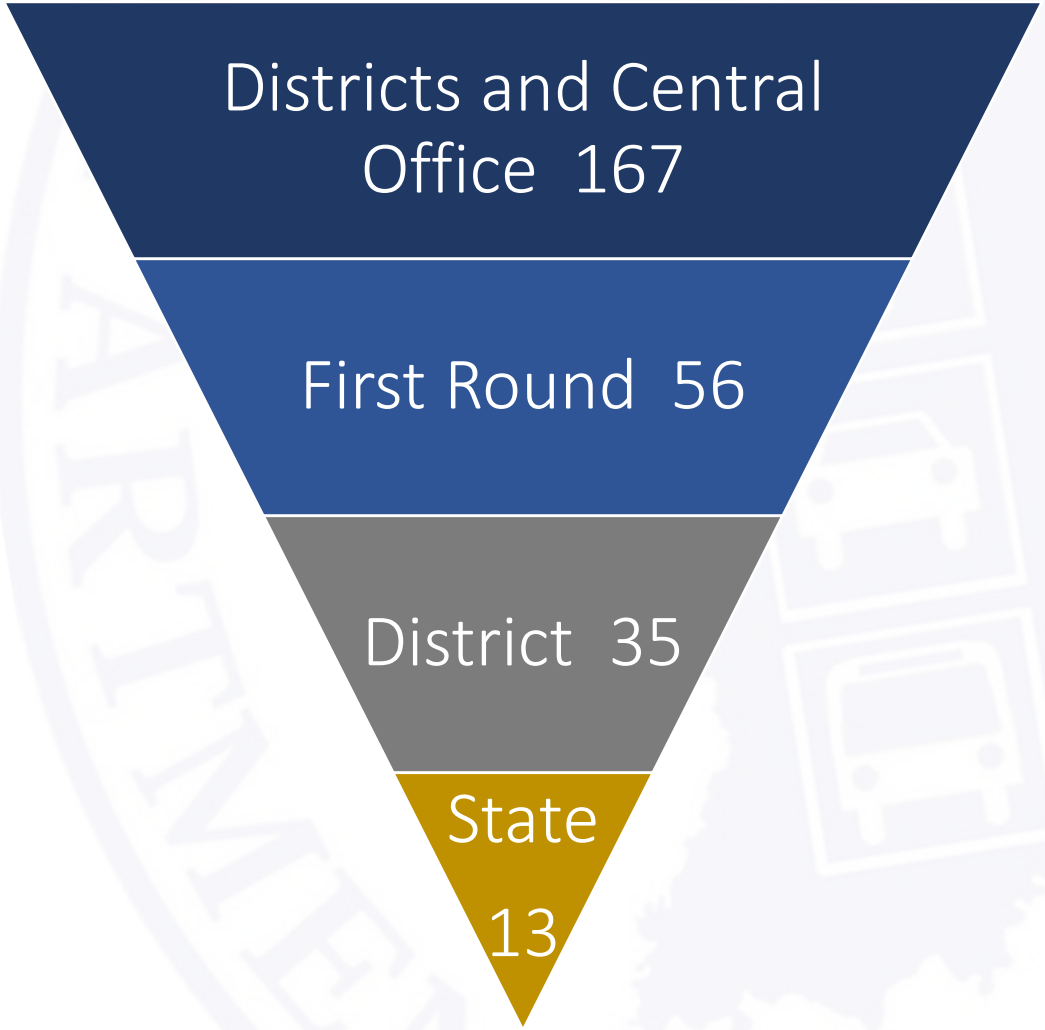
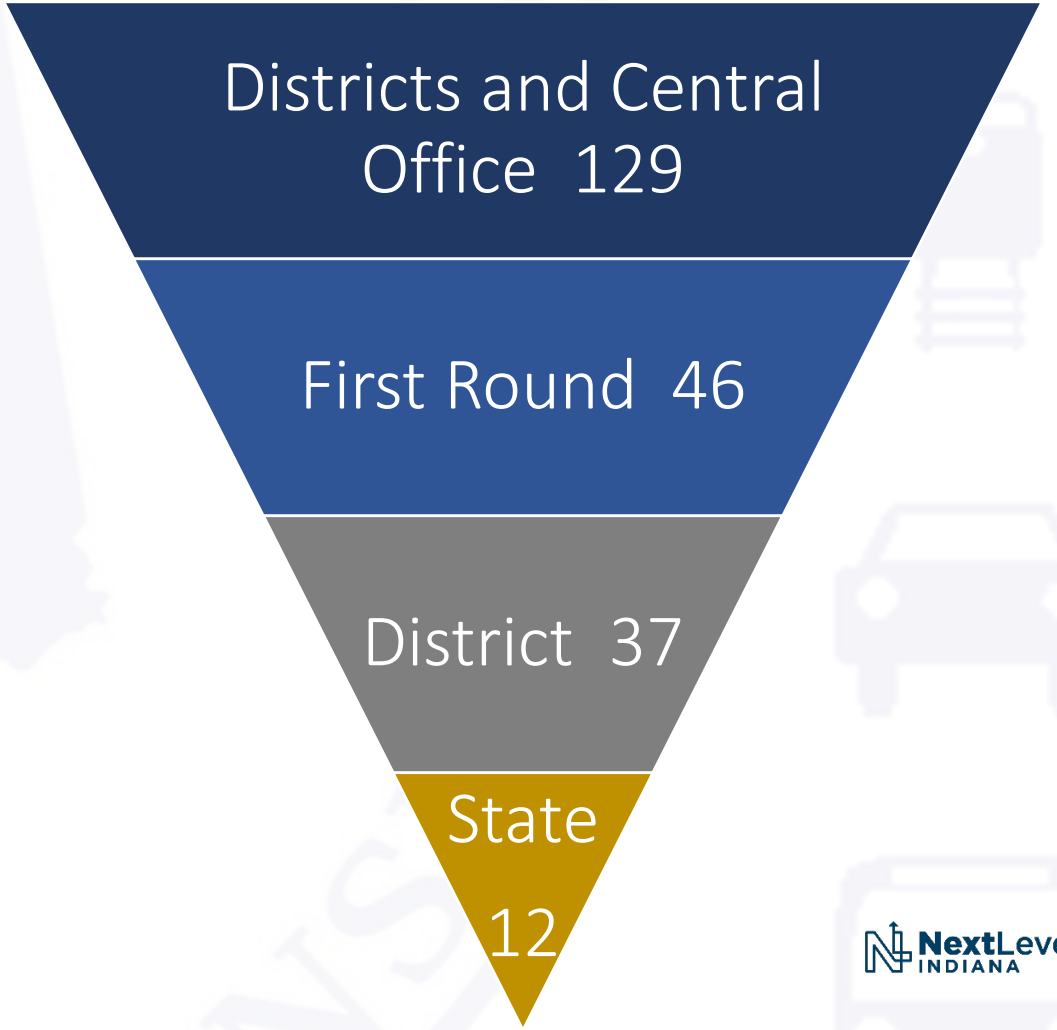
First 2 Years - Results

2020



*2021



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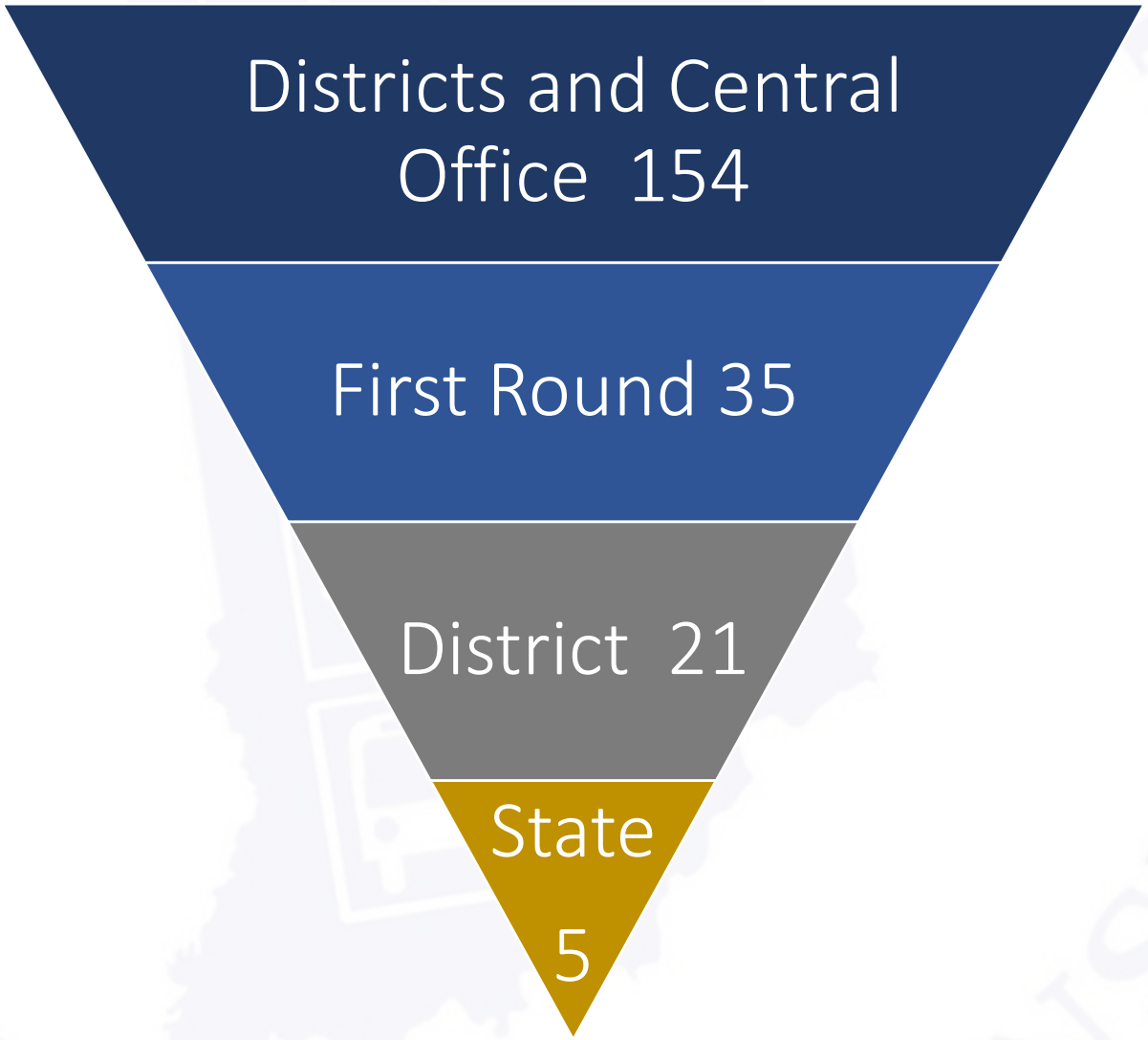
2022 Results



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Recognition

Award

- The winners receive recognition for their contributions

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Recognition

- Spot Bonus
- Tool Allowance
- Signs
- Sticker

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Final Step

Implementation

- Tools will be designed and built or purchased
- Processes will be created or improved

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Innovation is more than better, faster, safer…..

- Has to be a mindset
- Culture Shock
- It’s Hard Work
- Leadership and exec team support and buy in is essential
- Trust is essential
  - Assume good intent
  - Not every idea is a slam dunk nor successful the first time
- Bureaucracy is a killer
- Everyone must check their egos at the door
- Be curious

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The Secret Sauce

- "I've been with INDOT for 38 years, this is a highlight of my career."
- "Winning the innovation idea was never a thought. We were faced with a challenge in our testing department, and I let that challenge strike up my creativity."
- "We came up with this to be better at what we are doing for the traveling public."
- "It's a simple idea that saves taxpayers money."

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There’s more to the ledge than the edge!!!!