Department of Innovation

Todd May
Director of Innovation and Process Improvement
Indiana Department of Transportation
INDOT Mission
Collaboratively plan, build, and maintain safe and innovative transportation infrastructure that enhances quality of life, drives economic growth, and accommodates new modes of transport.

INDOT Vision
Be a leading innovator in transportation, with an exceptional workforce, that is driven by connecting Hoosiers with the world.

INDOT Core Values

- Trust
- Respect
- Accountability
- Teamwork
- Innovation

Value the individual skills, experience, diversity and contributions of fellow employees.
Empower our people to share information and seek input from partners to achieve goals.
Take responsibility for actions and decisions to encourage a culture of ownership and pride.
Focus on new, practical ideas and technology to continuously serve our customers better and more efficiently.
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.
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
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 check mark in the upper right corner to submit your idea!
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.
Idea Vetting

- Innovation councils gather information working with idea owners
Determining Winning Ideas

Council Vote

• Innovation councils score ideas using a universal rubric that includes agency impact, readiness, and ease of implementation
State Award Winners

• 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.
First 2 Years - Results

2020
- Districts and Central Office: 167
- First Round: 56
- District: 35
- State: 13

*2021
- Districts and Central Office: 129
- First Round: 46
- District: 37
- State: 12
2022 Results

- Districts and Central Office: 154
- First Round: 35
- District: 21
- State: 5
Innovation Department Mission Statement

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

Award

• The winners receive recognition for their contributions
Recognition

• Spot Bonus
• Tool Allowance
• Signs
• Sticker
Final Step

Implementation

• Tools will be designed and built or purchased
• Processes will be created or improved
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
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."
There’s more to the ledge than the edge!!!!