

First-Round Winner

Innovations Challenge
<http://wwwi/intranet/cr/SolutionsAtWork/Innovations.htm>

April 2014

Prepared by Customer Relations
 Missouri Department of Transportation

Rotational Development

MoDOT St. Louis District	2014 Calendar Year Schedule												APEX Accelerated FE Crosstraining Bill Schnell - Program Sponsor		
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			
Construction					Ron Morris / RE TBD										
Design Build	Jim Gremaud / Boone Bridge			Mike Castro / Page III			Mike Castro / Page III			Jim Gremaud / Boone Bridge					
Design				Karen Yeomans / TPD TBD						Karen Yeomans / TPD TBD					
Materials															
Planning/Programming/LPA	Wesley Stephen			Wesley Stephen				Wesley Stephen		Wesley Stephen					
Bridge Maintenance	Mark Croarkin						Mark Croarkin								
Traffic	Jeanne Clubogun												Jeanne Clubogun		
Maintenance			Becky Almeroth												
Utilities							Cox / Poltr			Cox / Poltr				Cox / Poltr	
Stuart McNeil	MCNEIS1 (314) 453-5042			Supervisor: Kelsey Kominick			(314) 453-5097			Graduation: Jan-15					
Jonathan Swagman	SVAGMJ1 (314) 220-6675			Supervisor: Jim Wright			(314) 709-1433			Graduation: Jan-15					
Belay Nerea	NEREAB1 (314) 599-1708			Supervisor: Larry Brooks			(314) 303-1456			Graduation: Jan-15					
Arisa Prapasilp	PRAPAA1 (314) 581-0932			Supervisor: Greg Owens			(314) 585-6708			Graduation: Jan-15					
Review Meetings		Apr-15 Aug-15													
Report to Vision Team		Jan-15													

Description

Many professional employees stay in one department for decades. While they may have great specialized knowledge in one area, they do not necessarily understand how other areas of MoDOT function. Being in one department for decades also adds to department silos and impairs the one team MoDOT. Rotational Development is a program developed where junior level employees (4-10 years) have the ability to rotate in multiple departments over a one-year period. They gain an understanding of what makes departments function and creates relationships with key staff members throughout MoDOT. It is a great way to develop employees, make them more productive and eliminate looking at MoDOT with only one department in mind.

Benefit

- "One Team" Employees
- More versatile and flexible employees
- Better trained employees
- Gain a better understanding of how MoDOT functions
- Increased innovations as cross trained employees see more opportunities

For More Information:

Contact Bill Schnell at bill.schnell@modot.mo.gov or (314) 453-1802.

Additional photos can be seen at the Innovations Challenge homepage: <http://wwwi/intranet/cr/SolutionsAtWork/Innovations.htm>