



## New Positions In Innovation And Enhancement

As Commissioner Michael B. Cline mentioned in the March *Inside INDOT*, Governor Mike Pence has challenged each state agency to move from Good to Great. That challenge is supported by INDOT's fifth goal for 2013:

*Develop and implement new business practices to improve agency productivity and financial accountability. Engage INDOT's management staff to modernize service delivery while fostering INDOT's cultural values of respect, teamwork, accountability and excellence.*

All of us are accountable for contributing to success in achieving that goal. One group within INDOT, Innovation and Enhancement, has made that goal the very core of its mission. Director Ted Pollack describes his approach as asking four questions:

1. What can we do that we are not doing today that would save money, reduce delivery time, improve quality, enhance safety, and/or increase mobility?
2. What are we doing today that — if we did it differently — would save money, reduce delivery time, improve quality, enhance safety, and/or increase mobility?
3. What are we doing today that made good sense when we started doing it, but no longer produces benefits greater than its costs?
4. Given the answers to the first three questions, what do we do to get from here to there?

By asking the right questions of the right people, we can learn the right answers.

“And the right people are the ones doing the work,” said Pollack. “They are the ones who have the answers; we just need to provide the opportunities to uncover the solutions.”

In accordance with INDOT's goal and the Governor's commitment to moving each agency from Good to Great, Commissioner Cline recently approved creating two new positions within Innovation and Enhancement.

One of the positions is for an Innovation and Enhancement Performance Analyst; the other for an Innovation and Enhancement Engineer. These positions offer two INDOT employees the opportunity to be at the center of growth for INDOT, and to gain experience and exposure throughout the agency. Those interested in applying or learning about these positions may find more information at [jobs.in.gov](http://jobs.in.gov). The Innovations and Enhancement Analyst job number is 584384 and the Innovation and Enhancement Performance Engineer job number is 584450. If you have questions about how to apply you can contact Brandi Jittjumngk at [jobs@indot.in.gov](mailto:jobs@indot.in.gov) or at 812-895-7305.