

JUNE 2022

MONTHLY NEWS

## What EPIC Means to Me

EPIC will impact everyone at TDOT. Although not everyone will see those impacts simultaneously, everyone will see new and greater opportunities and better teamwork across Tennessee. All employees will be part of the “big picture” and will see their work bringing improvements to Tennessee. We recently had the chance to talk with TDOT employees about what EPIC means to them.



CLAYTON MARKHAM

Click [HERE](#) to see what Clayton Markham has to say.



KASEY VATTER

Click [HERE](#) to see what Kasey Vatter has to say.

To learn more about EPIC and start your own conversation, we’ve put together a website of people in your region ready to chat about EPIC. To join the discussion, go [HERE](#).



## Wilson County Maintenance Spotlight

Join Matt 1 and Matt 2 (or tall Matt, short Matt if you prefer) along with the rest of the Region 3 Wilson County Maintenance team as they share their TDOT values of teamwork and communication. Working with over 500 lane miles in Wilson County, this crew exemplifies safety, comradery and efficiency. This tight-knit work family is featured as our first employee spotlight. We wanted to create a series that will spotlight our employees and allow them to share their inspiring stories and incredible work. Where will the spotlight shine next?

Click [HERE](#) to see our Wilson County crew!

## EPIC Supervision

New proposed supervisory layers will improve decisions and increase employees’ autonomy, strengthen checks and balances, create a culture of accomplishment and shift focus from functional areas to project teams with mutual-level authority. We can be quicker and faster, and we can increase innovation by allowing you to make decisions where your work is done. Essentially, we reduce “**SUPER VISORS**” and gain “**SUPER TECHNICIANS**.”



Employee  
Autonomy and  
Accomplishment



Mutual Level  
Authority



Strengthen  
Checks and  
Balances



## Base Competency Concept

With the implementation of IPD on the foundation of EPIC, new classifications will be less restrictive and provide more opportunities; they will be performance-based and competency-based. New performance metrics are being developed to strengthen accountability and inform continuous improvement efforts throughout TDOT. This change will keep us focused on the common goals we are working towards, give us a better understanding of our role in delivering projects and programs and strengthen the team environment, so we operate as a unified TDOT.

Want to get involved or have feedback? [Click here!](#)