



Why IPD and Why EPIC?

Integrated Program Delivery (IPD) and Empowering People, Influencing Culture (EPIC) are two of the biggest undertakings TDOT has ever set out to accomplish and it's understandable many are wondering, why? We started developing IPD but realized our organization was structured in a way that wouldn't allow IPD to be successful. This is where EPIC came in to support IPD as its backbone.

We want to ensure all of the talented people here at TDOT can continue tackling the challenges of a rapidly changing 21st-century transportation landscape. That's why a group of TDOT employees from across the state recently attended our EPIC Academy to explore how operational changes could increase efficiencies and facilitate more effective resource sharing and problem-solving opportunities. The two-week academy had numerous training opportunities to make TDOT and your job a more productive, better place to work. We hope our EPIC Academy graduates become champions of our EPIC initiative, just as Sharon Schutz has. Another EPIC champion is John Ayers and you can view both of their stories [here](#).

Learn more about EPIC [here](#).

Learn more about IPD [here](#).

EPIC Champion Spotlight: John Ayers

John Ayers is a Trans Project Specialist – Sr in the Structures Division where he works in the structural design section for Region 4. He loves serving the public and working on all the interesting projects that TDOT provides. John is excited about the new EPIC initiative and looks forward to its implementation. "It's going to change the way things are structured," he said.

One of EPIC's new endeavors is the career paths and potential advancement opportunities it will present to TDOT staffers. "I'm glad that there's a technical track," John said. "That might be a good fit for me but I'm certainly open to any track."

Additionally, he is enthusiastic about the streamlining and the delivery of projects along with better communication across the board. "With projects moving faster along with less errors out in the field, this should hopefully save money in the long run," he said.

Do you have EPIC thoughts to share? If you'd like to become a champion like John simply fill out the submission form [here](#). Are you our next champion?



"I'm glad that there's a technical track."

-John Ayers

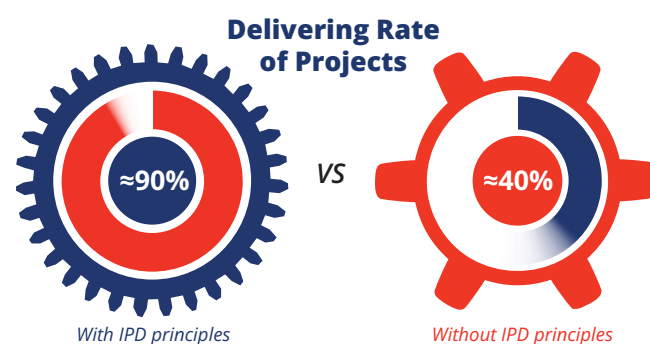


EPIC Compensation Study

A compensation study is underway that will evaluate every position across the department. We are looking at DOTs, state agencies and private industry salary standards to improve salaries and make them more competitive with market rates. We are in the early stages of the study, we don't have specific information about a time frame for implementation or a concrete description of the process, but will ensure we continue to communicate with you as we learn more.

IPD Gets it Done

We're already utilizing parts of IPD, and it has shown to be successful.



Bustin' Myths with the Commish

With so many questions surrounding the Department's IPD and EPIC initiatives we recently hosted a "MythBusters" event, with Interim Commissioner Galbato to help shed light on the upcoming changes. The Commish was joined by several TDOT team members who presented their questions such as, "Am I going to lose my job?" and "Will I be forced to take a pay cut?" In case you missed it, the event was recorded and available anytime. Stay tuned for announcements of similar upcoming events!

Watch [here](#).

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