“Transferring knowledge about the TSMO practice around the country”

Webinar #3 on TSMO Workforce

HR Resources

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Workplace Culture

- Critical for both recruitment and retention
- Requires buy-in at all levels and modeling from leadership
- Can be one of the greatest challenges for an organization
- Can result in the most significant positive shifts for productivity, performance, and workforce development
Best Practices – Workplace Culture

- Clearly articulate mission and vision
- Clearly define expectations and policies
- Provide clear internal organization communication
- Ensure organizational integrity
- Host team celebration and events
- Increase diversity
- Provide leadership opportunities
- Promote and ensure workplace safety
- Support professional or other work-related organization involvement
- Allow appropriate and creative office space
- Offer extended leave opportunities
Best Practices – Workplace Culture

- Foster a culture of innovation
- Establish a framework for training and education
- Value diversity
- Manage expectations for work-life balance
- Make connections between roles and agency mission
Fostering a Culture of Innovation

- Expectation of innovation and creativity
- Safe spaces for ideas
- Collaboration
  - Within team
  - Across agency
Establishing a Framework for Training and Education

- Consideration of agency-wide and TSMO group goals
- Knowledge management
- Pathways for advancement
Valuing Diversity

- Change the conversation
- Assess current policies and practice
- Understand the difference between diversity and inclusion (and why both are important)
- Address unconscious bias

Diversityandinclusioncenter.com
Managing Expectations for Work-Life Balance

- Understand what this means to diverse staff
- Recognize complexities for TSMO and develop innovative policies (and mechanisms for assessment)
Making Connections Between Roles and Agency Mission

- Convey the importance of every role
- Showcase interrelationships
- Connect agency mission and impact on communities
Workplace Culture

- Ultimately trying to achieve an environment where staff feel valued and are motivated to help the organization exceed its goals.
- While this is very important for transportation agencies as a whole, it is critical for TSMO.