



**@ VDOT**

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**Melissa Ryan**

Senior Training Consultant,  
Central Office

[melissa.ryan@vdot.virginia.gov](mailto:melissa.ryan@vdot.virginia.gov), 804-314-4834

- **Joined VDOT:** June of 2018
- **Why it's a great match:** We invest in our talent by providing resources, experiences, and opportunity
- **Role:** Oversee program management of LEAD
- Assist with external learning development partnerships, teammate level development (LDP-T), and the upcoming People Management Fundamentals
- **Professional Background:** I have over 20 years in Human Resources, Training, and Leadership Development in the private sector prior to joining VDOT. Past companies include JP Morgan Chase, Travelers Insurance, SunTrust Bank and HCA/HealthTrust.
- **Education:** Bachelor of Arts in Psychology from the Towson University in Maryland and a Masters of Business Administration with a concentration in Human Resources from Colorado Technical University.



## LDP – T

- 6-7 sessions over the course of 6-7 weeks
- District based, cohort system with 20-25 individuals
- 2 cohorts per District annually
- Teammates with leadership potential and eagerness to learn more about the agency
- Courses include:
  - Communication
  - Situational Self Leadership
  - Teamwork
  - Stages of a Team
  - Dealing with Conflict
  - Graduation

- A mix of high-touch, classroom and virtual learning
- Mandatory for people managers
- Strengthen both technical (the “what, when and why”) and behavioral (the “how”) abilities for leading teams
- Access to tools and resources
- Successful pilot completed November 2019
- Set to launch July 2020

- Matching seasoned leaders with up and coming leaders
- Formalized structure & documentation
- Pilot set to launch August 2020
- Full rollout in January 2021-  
July 2021



- L.E.A.D. is an 18 month development program for established leaders
- Cohort based program with 20-25 leaders from across the state
- Nominations come from DEs and DAs
- Leadership institute provides a 360 assessment results with identified competencies to work on throughout the program
- Workshops, Learning Circle events, group projects, journals and a 30-day role exchange

## Partnerships with VCU and Transportation

- **Commonwealth Management Institute (CMI)** – 3 attendees
  - The Commonwealth Management Institute is a five-day program that focuses on professional development for experienced managers in state government. The Institute promotes the exchange of information, the development of creative ideas, and cooperation and future collaboration among program participants.
- **AASHTO National Transportation Leadership Institute** – 1 attendee
  - The AASHTO National Transportation Leadership Institute, in partnership with Executive Education at the Indiana University School of Public and Environmental Affairs, is designed to enhance leadership skills of all transportation professionals. The 12 day course includes fundamental management concepts and practices tailored to the challenges of transportation agencies, and explores advanced techniques in managing departments.
- **AASHTO National Transportation Management Conference** – 9 attendees
  - In a four-day series of workshops, participants are introduced to the tools, techniques and best practices needed for effectively managing people and projects. For more experienced managers, the workshops update and refine existing skills, challenge current thinking, introduce new concepts, and explore changing employee and customer relationships.
- **Virginia Executive Institute** – 1 attendee
  - VEI is fast-paced two week program, providing a dynamic forum for leaders of today and tomorrow to join an impressive network of state executives who have committed to developing their leadership strengths and becoming change agents for Virginia's future.

### Corporate Links

- Corporate Documents
- Human Resources
- Corporate Documents

Our mission is to attract, develop and retain the right talent that Keeps Virginia Moving! As a team, we are recognized for excellence in customer service and technical expertise. Through our service and expertise, we positively influence decision making across the agency.



This site is to serve as a collection of resources for **VDOT employees** and **Human Resources staff**.

### Human Resources Links

- Human Resources PMIS
- Org Chart
- HR Mission & Vision
- Human Resources Professional Model
- HR Systems & Reports
- HR Monthly Report
- Central Office Map
- HR Training Documents

**Employee Relations**  
Managerial & Employee Consultative Services

**Talent Acquisition**  
Moving people to transportation careers

**Total Rewards**  
Benefits, Compensation Employee Recognition

**Workforce Development**  
Learn. Lead. Leave a Legacy.

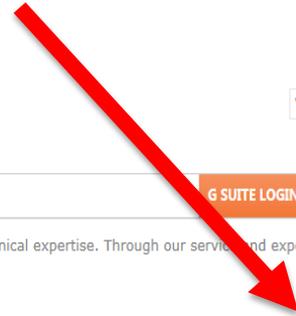
**Agency Org Chart**  
An interactive view of our organization

**Apply for a Job**  
Search and apply for open positions at VDOT

**HR Works!**  
Transactions, Performance Management, Personnel Files

**Virtual Campus**  
Sign up for training Check your transcript

How do I...	Employee Relations	Talent Programs	Total Rewards	Workforce Development
	find DHRM policies?	find all jobs for which VDOT is hiring?	report a workplace injury?	find free, quick learning tools?
	find HR Governance Documents?	find VDOT's external recruiting website?	find my total rewards statement?	find information on the Statewide Learning Plan and Budget?
	find policies that affect VDOT employees?	find turnover analysis for my district?	find information on state benefits?	develop leadership skills?
	<b>Other Sites</b>		view my paystub?	find resources to help me with career development?
	Conflict of Interest		find pay and holiday calendars?	find out about military, veteran and outreach programs and services?
			save money on my health insurance?	find CPR and safety classes?
			find HR Works! training and resources?	renew my heavy equipment licenses?
			access Teletrack to fill out a telework agreement?	



### Pictures

Photos

### Libraries

Staff Bios

Newsletters and Reports

### Lists

Calendar

Workforce Development

Contact List

### District Learning Sites

Bristol

Culpeper

Fredericksburg

Hampton Roads

Lynchburg

Northern Virginia

Richmond

- -

## Workforce Development

### Learn. Lead. Leave a Legacy.

The HR Workforce Development team invests in you, your greatest asset, to develop the capabilities, competencies, and courage to expedite and sustain excellence across the state. Our goal is to offer you the right learning opportunities at the right time in the right way for the right outcomes. All of your learning support resources - your boss, your Learning Manager, your HR consultant and your local leadership - want to be a part of your growth, and to deliver a positive and productive learning environment that inspires you to continuously learn, grow and contribute to our bold agency mission.

You play a key role in activating this potential, and investing in learning, growth and innovation every day. To support you, we offer more than two dozen primary programs and services, within three key categories: Technical Development; Leadership & Career Development; and Operations. Click the buttons below to see what's available for you as you take steps to learn, lead and leave a legacy.

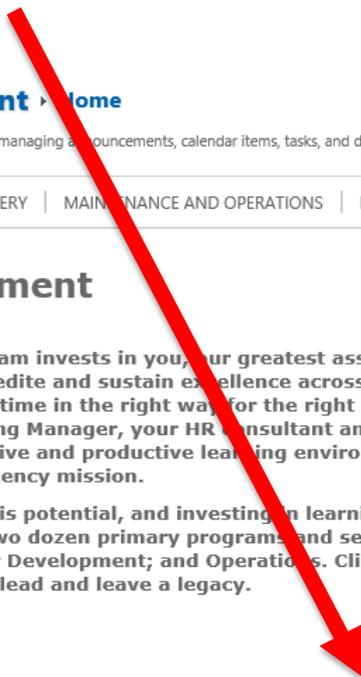
### Human Resources

Virtual Campus  
Sign up for training  
Check your transcript

Technical Development

Leadership & Career Development

Operations



### Recently Modified

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- Careers, Competencies and Capabilities

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### District Learning Sites

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- Culpeper
- Fredericksburg
- Hampton Roads
- Lynchburg
- Northern Virginia
- Richmond
- Salem
- Staunton
- Central Office

## Leadership and Career Development

### Learn. Lead. Leave a Legacy.

One of the primary responsibilities of HR Workforce Development is to grow the VDOT leaders of today and tomorrow. We offer both formal and informal programs for career and leadership development, for leaders of all levels across the agency.

We believe that leadership is a competency and capability that can and should be developed at all levels of the organization. In addition to formal programs, employees have access to online courses via VDOT-U, career coaching and targeted training mapped to their unique learning and business needs. There is also opportunity to leverage the agency's generous Learning Partnership Program (LPP), which offers tuition reimbursement for educational courses at accredited universities.

Our Core Development, Internship, and Scholar programs provide an additional avenue for aspiring leaders and professionals to enter our workforce. These programs enable VDOT to hire, develop and prepare entry-level as well as veteran employees to assume key roles, and cultivate growing skill sets that enable them to successfully deliver on essential transportation efforts.

With career pathways for more than eighty jobs available, opportunities are infinite. Resources including coaching, access to career-related articles, self-service tools and books via VDOT-U. These tools supplement the career and competency growth you can leverage from your existing work, your local Learning and HR Managers and programs, and your direct supervisor.

Through our competencies, VDOT makes clear that how you perform the work matters as much as what you do. Aligned with our VDOT culture, the competencies position the workforce to make quality contributions, adapt to shifting priorities and serve with excellence. The Core Model is the cornerstone of our five leadership models: Teaming, Supervisor, Manager, Senior Manager and Executive. The Learning Remedies linked to each of the 38 competencies can contribute further to development in specific areas defined by you and your supervisor.

Our intention is that by offering a full spectrum of leader and learning opportunities and resources, every VDOT employee will find something that supports their development and growth as they grow their career.



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## Leadership Development

**Learn. Lead. Leave a Legacy.**

Our formal leadership programs keep the fuel of leaders growing by building key competencies, capabilities and professional networks. Many of our participants have been promoted, and/or moved into new roles since completing these programs.

Informally, future leaders do not have to be in a structured leadership program to grow. Teammates can use free online courses on VDOT-U to advance their leadership knowledge and skills, connect with a mentor or utilize our career coaching services to broaden their knowledge and exposure, or read books and articles or watch videos (i.e. Ted Talks) on leadership to advance their leadership scope and style.

We are always exploring other internal and external educational avenues, incorporating best practices and designing programs based on our new Core and updated leadership models (click [here](#)) to build scalable, aligned and innovative programs that can reach a broader pool of leaders at all levels.

Our Core Development, Internship, Scholars and Scholars [Pipeline Programs](#) provide additional development for our students and graduates to learn more about VDOT and to experience VDOT leadership up close and personal.



Human Resources



