

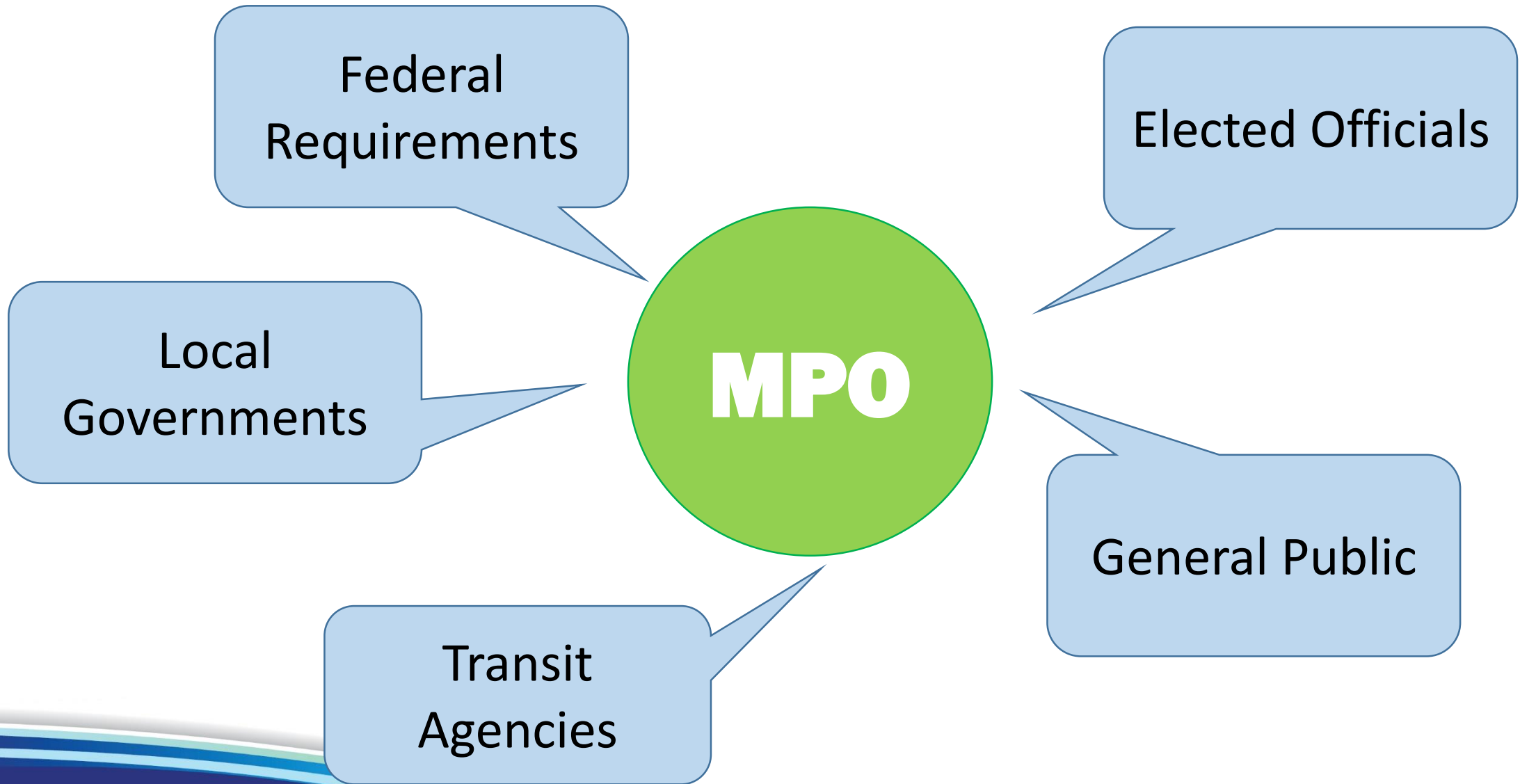


7 Steps to Success: Outcomes-Based Planning for Breakthrough Results

 Greg Stuart, Broward MPO, Executive Director

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#AMPO2017



7 Steps to SUCCESS!



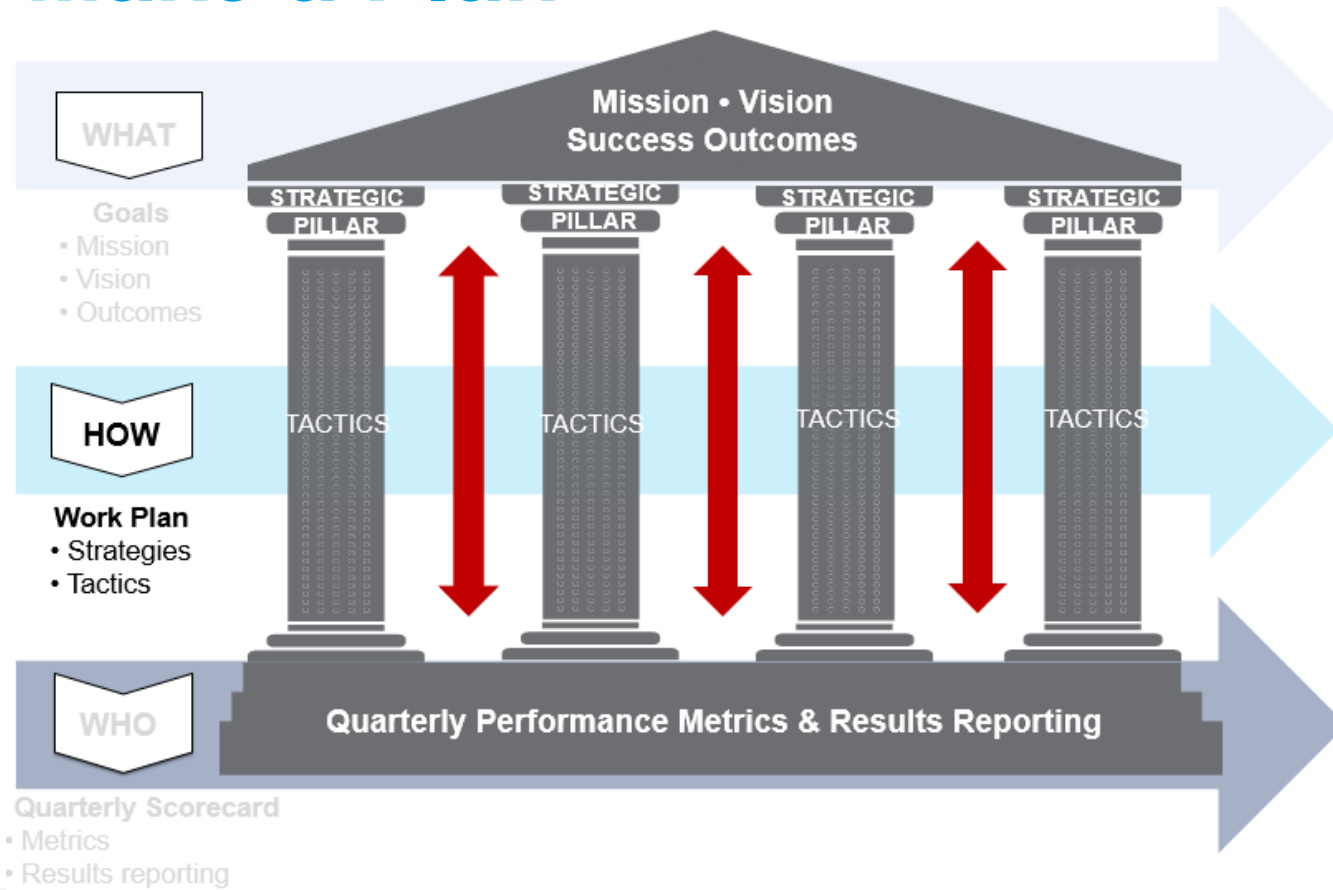
Define Your Success Moment

Success Moment = A clear definition of what must happen in the short term to accomplish a broader vision



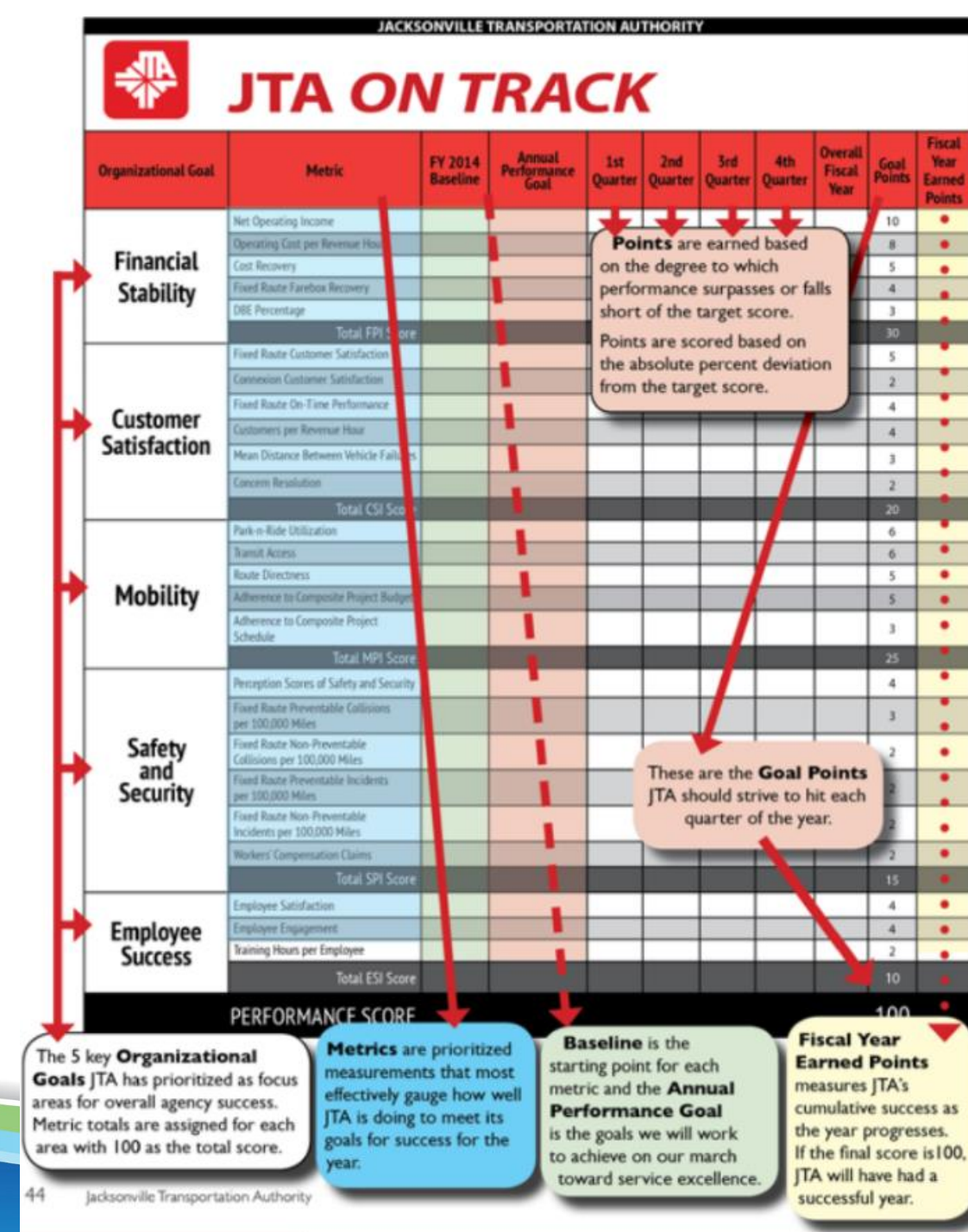
Make a Plan

“Planning is not an event.”
– Peter Drucker



Performance Scorecard

Strategy	Points
Financial Stability	30
Customer Satisfaction	20
Mobility	25
Safety & Security	15
Employee Success	10
Total	100

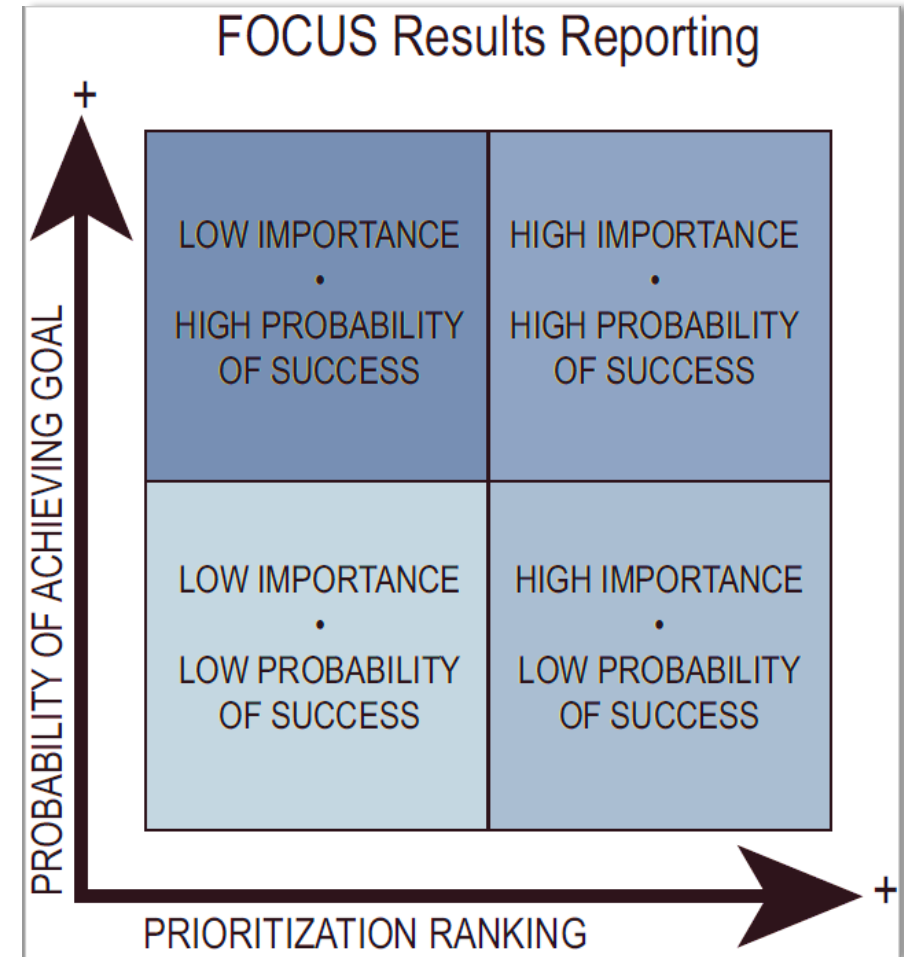


Culture of Ownership

From box-checking to empowered to own results



Results Management

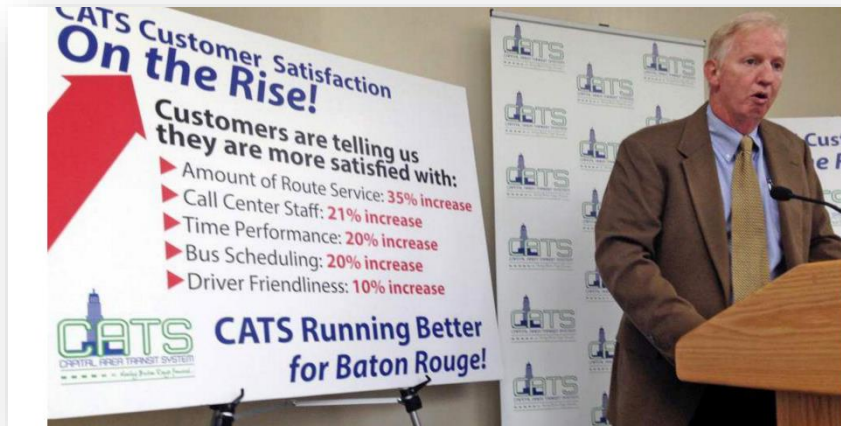


Courage in Leadership

Courage puts one's personal survival at risk in order to deliver organizational success.



SUCCESS!



Putting Theory into Practice at Broward MPO...

MISSION STATEMENT

Why we exist

To collaboratively plan, prioritize and fund the delivery of diverse transportation options.

VISION STATEMENT

What we strive for

Our work will have measurable positive impact by ensuring transportation projects are well selected, funded and delivered.

VALUES

How we conduct business

We provide responsibility and the authority to deliver.

We deliver what we commit to.

We are aware of our own limitations and support each other in our path of continuous improvement.

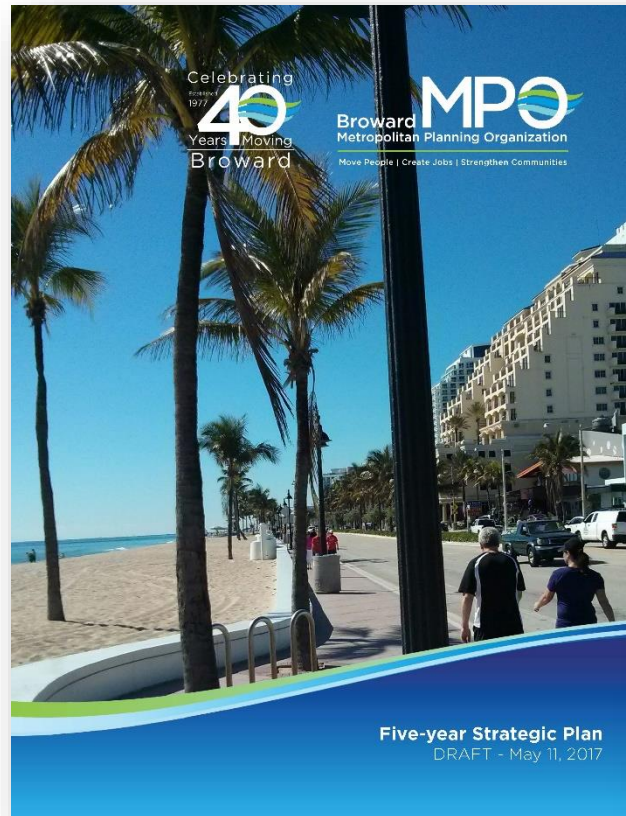
We champion the organization and our colleagues over self.

SUCCESS FOR BROWARD MPO

Two-Year Success Markers

- 1 We will have aligned the Board around a prioritized list of transportation projects that will reward performance and deliver measurable value.
- 2 We will have identified the cost of that plan and secured consensus to fund it and a mechanism to deliver it.

STRATEGIC BUSINESS PLAN



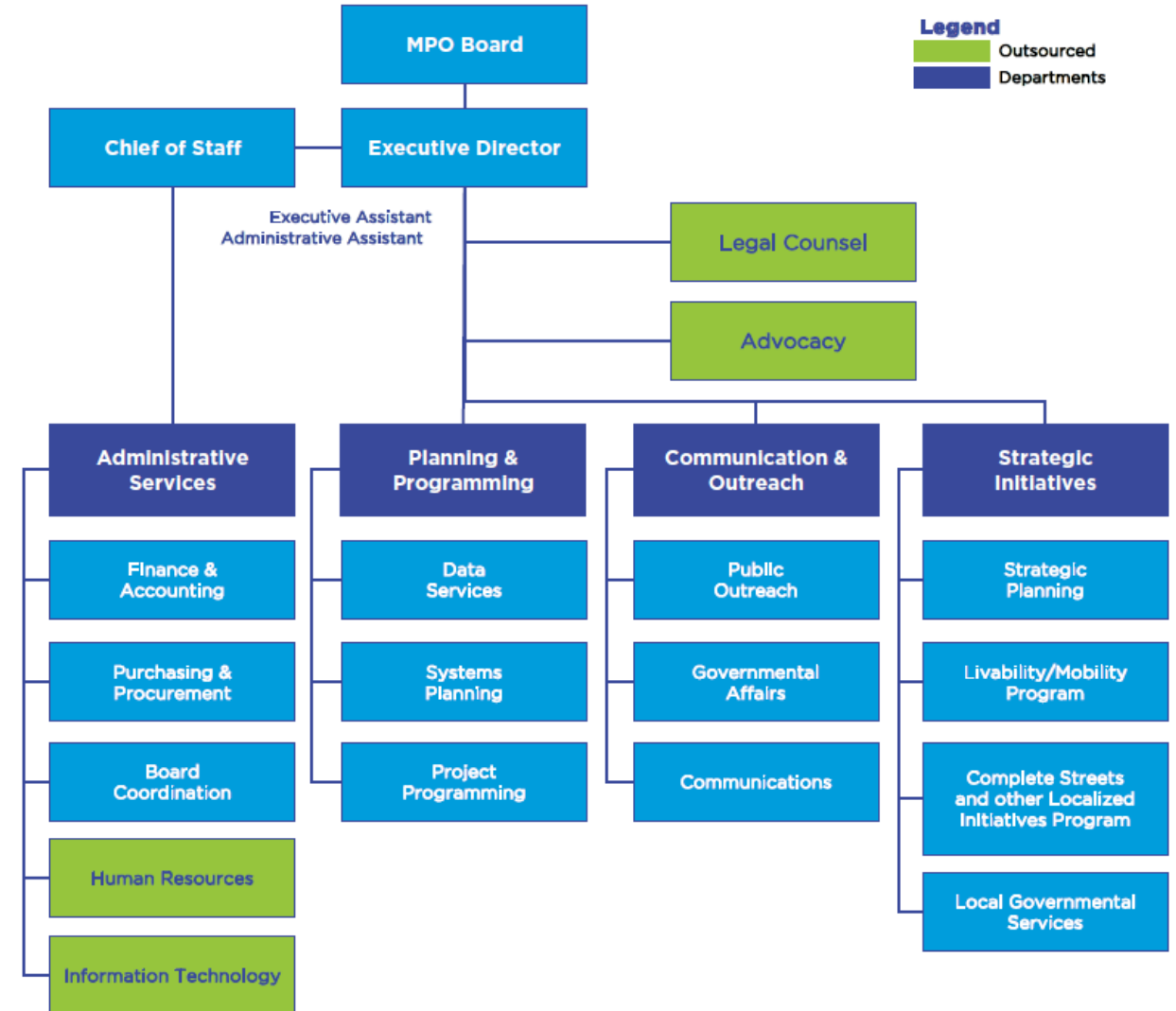
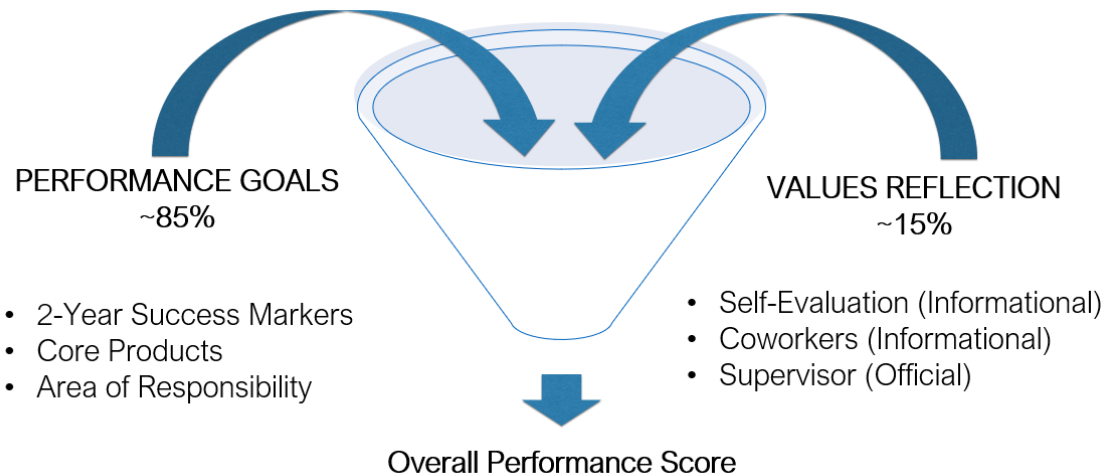
SKILLS AUDIT

3 Core Questions To Answer...

1. What are the current skills on the MPO team?
2. What is the most effective structure of the organization to deliver the MPO's mission, vision and work program/products in an efficient and effective fashion?
3. Is there staff capacity to do all the work?


Gap Analysis Summary		
Ideal MPO Skills, Culture & Organizational Structure	Broward MPO Currently Has	Broward MPO Has A Gap
Subject Matter Expertise & Technical Skill Areas		
Data analysis		
Demographic and economic trend analysis		
Public outreach and stakeholder engagement		
Financial analysis, revenue forecasts, and budgeting		
Environmental impact analysis	✓	✓
GIS	✓	
Graphic design		
Time and cost projections		
Performance management		✓
Environmental Justice		✓
Government relations		✓
Report writing		✓
Grant writing		✓
Grants Administration / Small grants	✓	✓
Cost benefit analysis	✓	
Marketing	✓	
Complete streets, bike and pedestrian facilities		✓
Public policy		✓
Project management		✓
Implementation planning	✓	
Event planning	✓	
Research and writing		
Interagency coordination		✓
Congestion management	✓	✓
Multi Modal Planning	✓	
Land use/ zoning	✓	
Project prioritization techniques	✓	
Meeting management	✓	
Ballot initiative writing	✓	
Transit planning		✓
	✓	✓
		✓

ALIGNED TO DELIVER SUCCESS



MEASURING & RECOGNIZING SUCCESS

Performance Evaluation Scorecard
To be completed by Supervisor



Employee Name: _____
Title: _____
Hire Date: _____
Supervisor Name: _____
Title: _____
Date of Review: _____

First Informal Review Date: _____
Supervisor Initials: ____ Employee: ____

Second Informal Review Date: _____
Supervisor Initials: ____ Employee: ____

Performance in Alignment with Success Markers, Core Products, and Individual Goals		
Goals	Comments to Support Rating	Rating
Individual Goal relating to Two Year Success Marker	Insert Comments	
Individual Goal relating to Two Year Success Marker	Insert Comments	
Individual Goal relating to Core Product	Insert Comments	
Individual Goal relating to Area of Responsibility OR Core Product	Insert Comments	
Individual Goal relating to Area of Responsibility OR Core Product	Insert Comments	
Total Results-Based Rating Score		

Embodiment of Organizational Values		
Broward MPO's Values	Comments to Support Rating	Rating
We provide responsibility and the authority to deliver.	Insert Comments	
We deliver what we commit to.	Insert Comments	
We are aware of our own limitations and support each other in our path of continuous improvement.	Insert Comments	
We champion the organization and our colleagues over self.	Insert Comments	
Total Values Rating Score		
Average Values Rating Score		



Contact Us

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