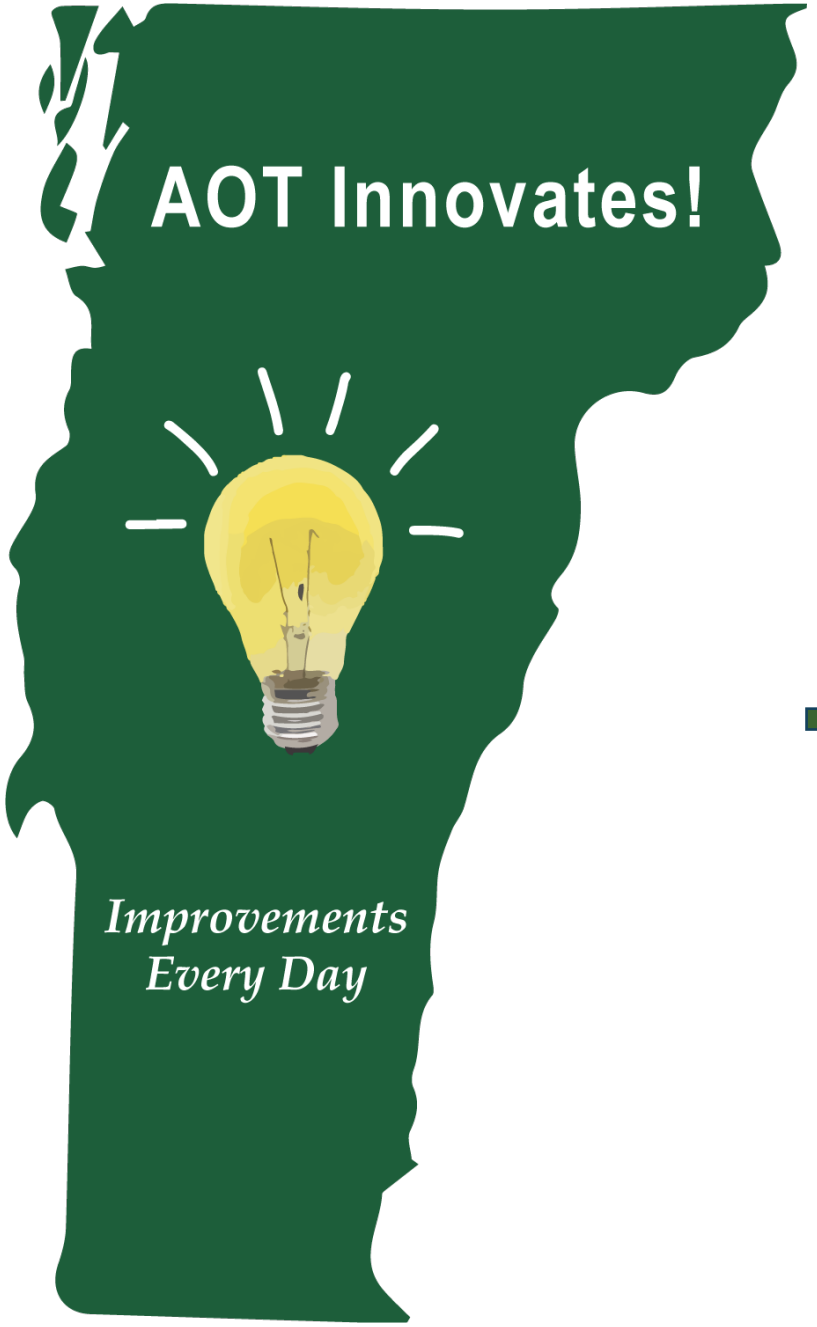


AOT Innovates!

Performance and Strategic Initiatives

What is Innovation?

- Innovation is defined as the introduction of something new - an idea, technology, or approach - with the goal of making something better
- Can be small and inexpensive or large and complex

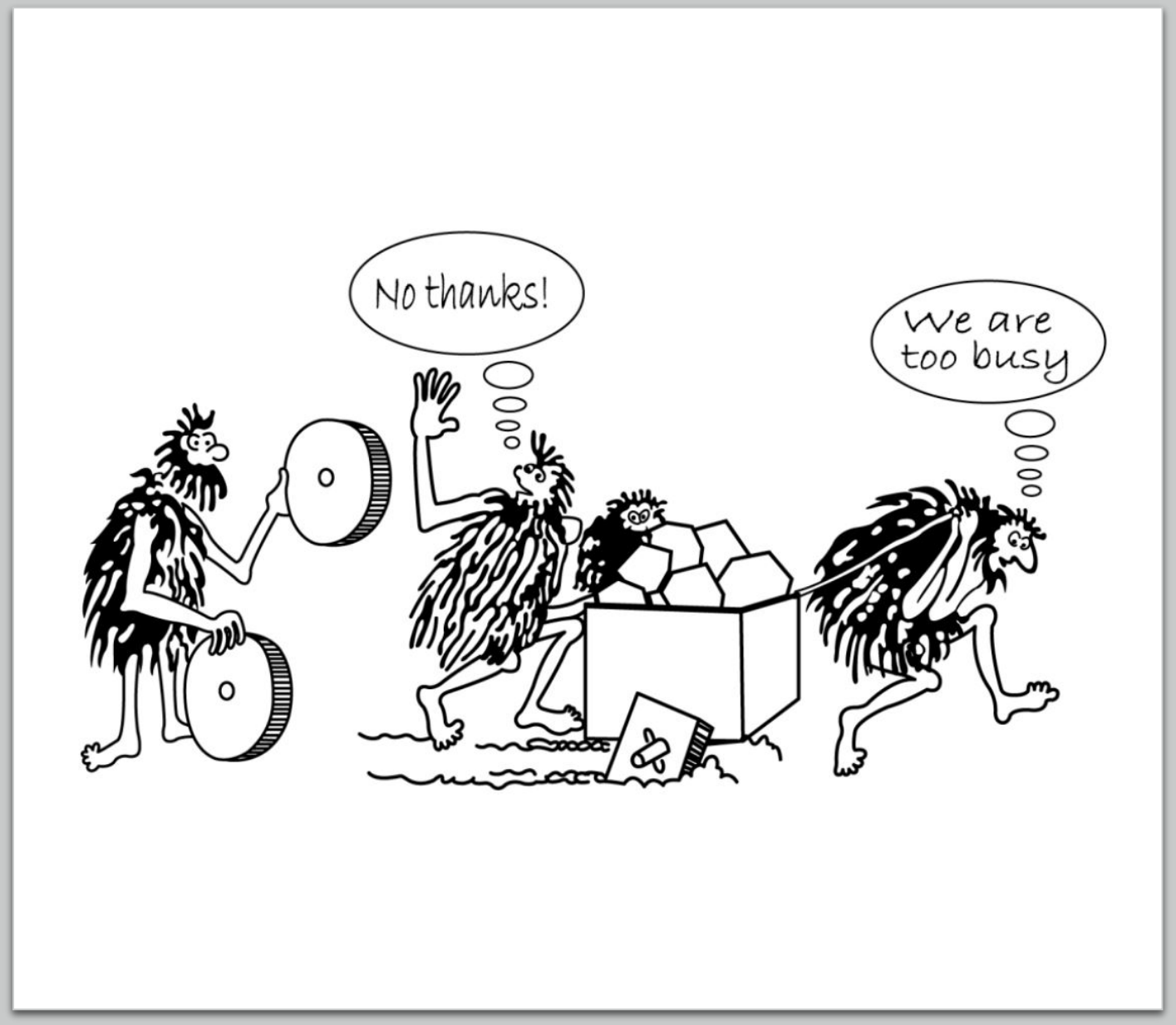
Why Innovate?

- Meet current challenges and modernize for the future
- Address increasing workloads associated with increasing federal funds
- Address “The Great Resignation”
- Learn new skills, receive recognition, and accelerate careers

"THE NEW PRODUCTIVITY GOALS ARE HERE."

“But I Don’t Have Time!”

- We don’t have time <u>not</u> to innovate
- If you aren’t getting better, you are getting worse
- Too much time spent on manual processes
- Time to innovate is time well-invested



Building a Culture of Innovation

1. Leadership
2. Empowerment
3. Communication
4. Recognition
5. Measurement

Leadership

- Make a visible and lasting commitment to innovation and continuous improvement
- Build psychological safety in teams so innovation can thrive
- Encourage participation in innovation and continuous improvement
- Give employees time to pursue innovation

Empowerment

- Equip employees with knowledge, skills, and channels they need to innovate
- Share innovations using an ideation platform
- Encourage workforce teamwork
- Stimulate competition

Innovation Support

Innovation Training

Continuous Improvement White Belt & Green Belt

Operational Excellence Training

Innovation Workshops

Identify problems

Understand root causes

Brainstorm solutions

One-on-One Coaching

Guided learning experience

Conduct experiments towards target condition/goals

< 30 min per week

Submit Your Ideas & Innovations

Thank you for your desire to improve AOT! If you submit an Idea Suggestion, the Performance Team will be in touch soon to help you move your idea forward.

Thank you for being a problem-solver and innovator! Sharing your innovation will help others with similar processes, services, and products.

AOT Innovates SharePoint Site

Finding *AOT Innovates!*

VTrans Highlights

- Supervisor Toolkit
- VTrans Strategic Plan
- AOT Mission and Vision Poster
- Proposed Administrative Rules and Changes - Website Template
- New Phones - VOIP Help and Information
- How to reset iPhone or iPad
- How to setup iPhone
- Inside AOT
- Public Information Services
- FFY2022 Work Plan
- 2021-2022 Legislative Tracking
- Business Office Consolidation
- AOT Innovates!
- COOP

Quick Links

- DHR | Managers and Supervisors
- AOT DHR Field Office Contacts
- SOV Hiring and Onboarding
- Learning Management System (LMS)
- Training Center Documents
- Agency Forms/ Documents
- Suggest a New Training
- AOT Innovates!

Recognition

- Recognize innovators in websites and newsletters
- $1000 Annual Innovation Award
- Better Government Awards
- Provide small prizes to innovators when budget allows (e.g., logo hats, coins)

Promoting Innovation is Everyone's Responsibility

Share your ideas and innovations through the *AOT Innovates!* SharePoint site

Encourage peers to submit their ideas and innovations

Participate in trainings relating to problem solving, continuous improvement, and innovation

Consider serving as an Innovation Steward

Questions?