

CIVIL RIGHTS A RENEWED CALL TO ACTION TRANSFORMATION OF DBE DEVELOPMENT

SOUTHERN TRANSPORTATION CIVIL RIGHTS EXECUTIVE COUNCIL

TRAINING SYMPOSIUM

PRESENTED BY:

BENTON & ASSOCIATES, INC.

MAY 5, 2021

PROGRAM AGENDA

- Transformation
- Foundations for Advancing DBE Supportive Services Programs
- Accountability=Leadership + Ownership + Vision
- Probability of Future Success
- Known (PreCovid-19)
- Unknown (PostCovid-19)
- Elements of Operational Excellence
- The DBE Transformation Process
- Adapting to Change
- Building Successful DBE Businesses 2021 and Beyond
- Creating an Innovative Training Approach
- Questions and Idea Sharing

WHO ARE WE?

Benton & Associates

Linda McHenry

W.C. Benton

Regional EDI (FHWA Region 4)

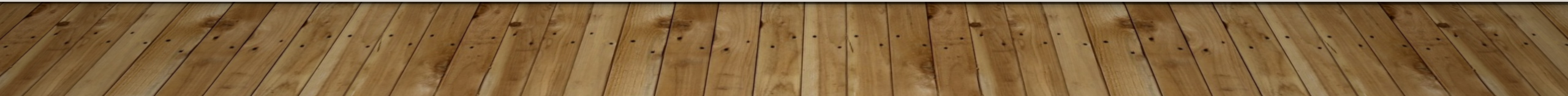
Indiana DOT Supportive Services (22 years)

EEO and DBE Contract Compliance Manager, Ohio River Bridge, East End Crossing

South Carolina EDIP

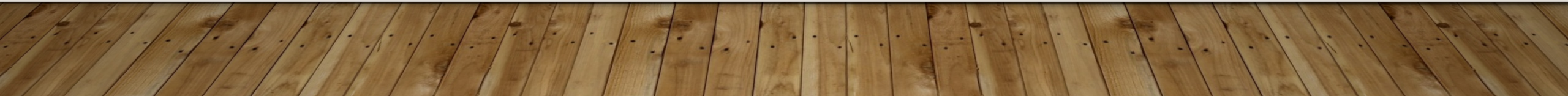
TRANSFORMATION

- Change is the *through line* to transformation.

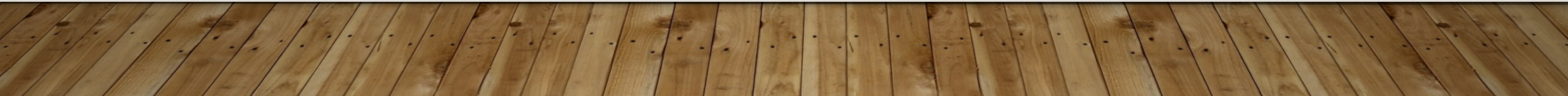


FOUNDATIONS FOR TRANSFORMING DBE SUPPORTIVE SERVICES PROGRAMS

- Supportive Services Managers must have a *passion* for excellence
- Primary dimensions are *consulting expertise* and *broad appeal*
- Supportive Services decision-making must be *data driven*
- Must monitor and measure consultant performance based on promised *RFP delivery criteria*



ACCOUNTABILITY=LEADERSHIP + OWNERSHIP + VISION



PROBABILITY OF FUTURE SUCCESS

- Passion
- Enthusiasm

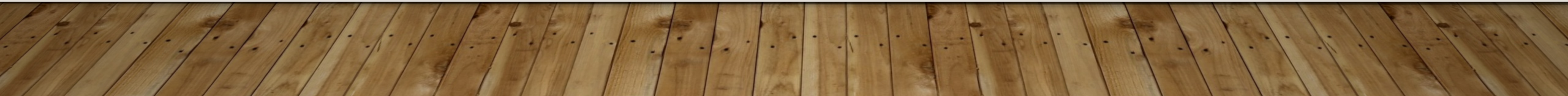
KNOWN (PRECOVID-19)

- Staff
- Resources

UNKNOWN (POSTCOVID-19)

- . Staff
- . Resources
- . Projected funding

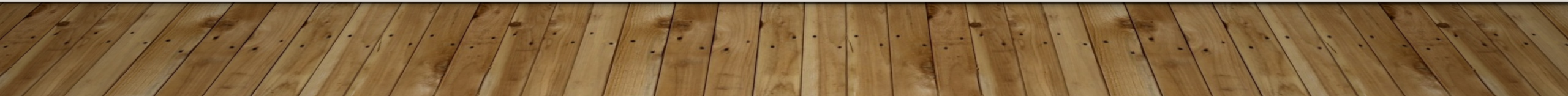
ELEMENTS OF OPERATIONAL EXCELLENCE



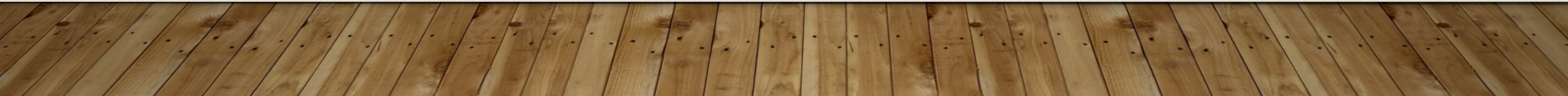
THE DBE TRANSFORMATION PROCESS

- Types of Change
- Adapting to Change

ADAPTING TO CHANGE



BUILDING SUCCESSFUL DBE BUSINESSES 2021 AND BEYOND



CREATING AN INNOVATIVE TRAINING APPROACH

- Information/Technology
- World Class Construction Services
- Management Training
- Achieving Financial Goals

QUESTIONS AND IDEA SHARING

