

ESLT PEP – JULY 2009

Purpose of the PEP

Results

- o Overall Score (21 Evaluations) = 3.20
- o Highest Score – Teamwork at 3.45.
 - “Face to face meetings are very important!! This team is moving forward with a lot of momentum.”
- o Lowest Score – Schedule at 2.95.
 - “Still cramming too much in agenda.”

Significant Comments

- o Take Action
 - “I spoke with someone in Pre-Design yesterday and when I mentioned ESLT, he said “What is ESLT?” We need to get the word out on this group.”
 - “Great job everyone. Great job on task teams. Give yourselves a pat on the back.”
- o Provide Recognition
 - “Gary has done an excellent job as team leader. Subteam leadership is functioning at high level.”
 - “Jeff Gagnon’s presentation was filled with a lot of useful information. Great demonstration of how to increase safety for both wildlife and motorists. Barry and Joe’s talk was great! Julio’s talk was informative.”
- o Other
 - “Can we get the meeting minutes sooner?”
 - “ESLT meetings are too much reporting, not enough deciding.”
 - “Not enough time for debate/discussion.”
 - “Dichotomons – EC vs. OES.”
- o Positive
 - “Good training and education agenda items with Barney, Joe and Julio.”
 - “Outstanding Teamwork! Collaboration/Cooperation as exhibited in this meeting!”
 - “Good recovery with changes (needed) to make conversations most effective.”
 - “Excellent meeting. Most everyone seemed to go with flow with changes in agenda. Need to provide more time for agenda items (ie: less agenda items).

Partnership: (ESLT) Environmental Services Leadership Team

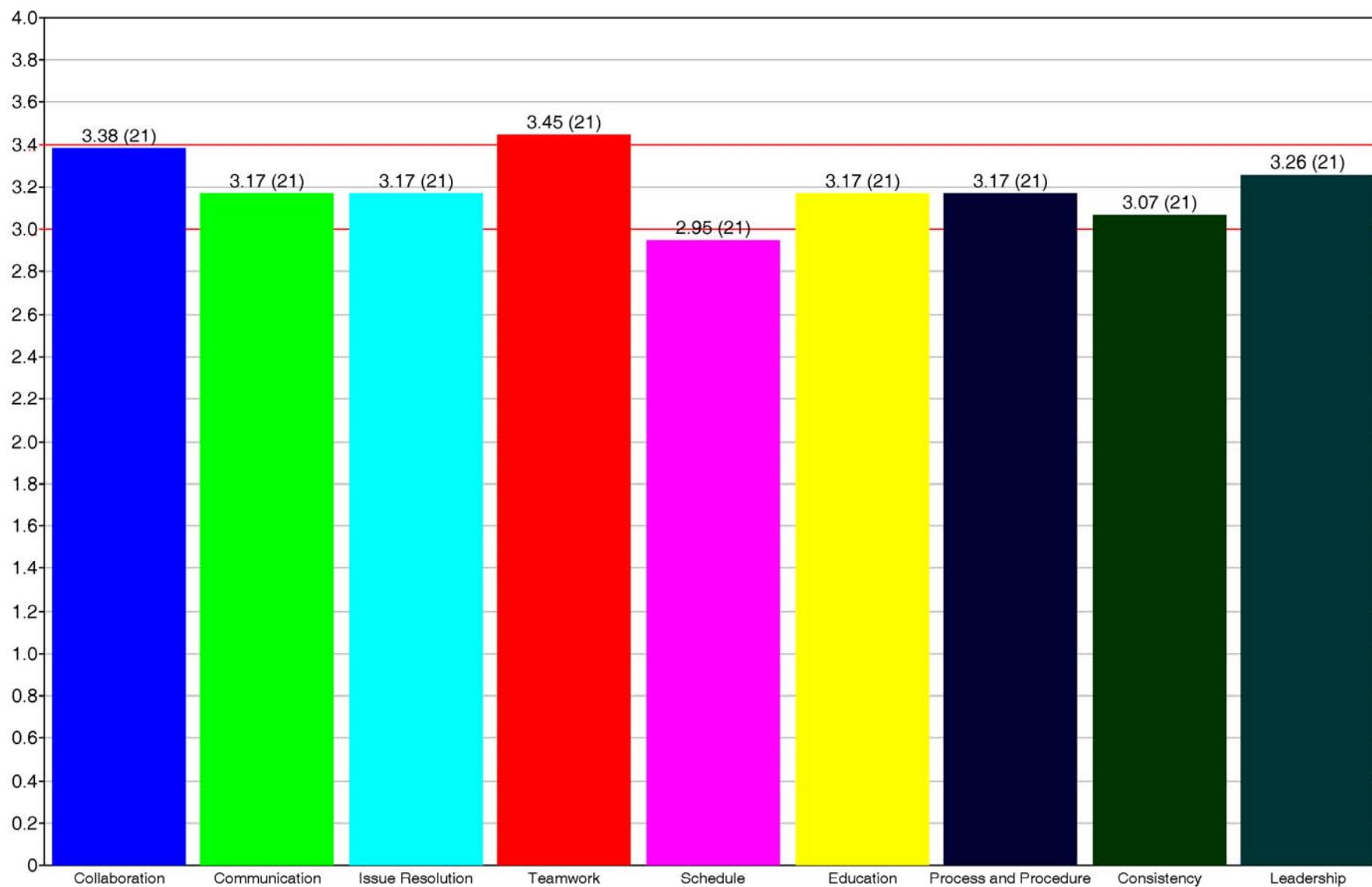
Partnership:		ESLT - Environmental Services Leadership Team			
Evaluator Type	Period	Type	Comment	Eval Type	Eval
EPG	7/2009		ESLT has developed into a very collaborative and cooperative team for exceeding my expectations at the beginning, but meeting my current expectations which have changed along with the attitude of the group.	Collaboration	3.50
DEC	7/2009		Getting very well. Subgroups moving forward toward concrete goals.	Collaboration	4.00
OES Headquarters Staff	7/2009		Great teamwork between meetings.	Collaboration	4.00
Visitor/Other	7/2009		There appears to be a serious dichotomy between OES/DECs.	Collaboration	2.50
District	7/2009		Not enough time for debate/discussion.	Collaboration	3.00
District	7/2009		Outstanding Teamwork! Collaboration/Cooperation as exhibited in this meeting!	Collaboration	3.50
EPG	7/2009		Some subgroups not communicating off line. Only communicating at ESLT meeting.	Communication	2.50
EPG	7/2009		We are doing a good job, but I wish we had the time to allow good discussions when they arise - we get cut off in order to stay on schedule. Which is appropriate, but unfortunate.	Communication	3.50
DEC	7/2009		Can we get the meeting minutes sooner?	Communication	3.50
DEC	7/2009		Groups need to talk to each other.	Communication	3.00
OES Headquarters Staff	7/2009		Get notes out prior to meeting.	Communication	3.00
Visitor/Other	7/2009		Needs improvement.	Communication	3.00
Blank	7/2009		Comments made in subgroups are not included and incorporated. This is outside of the ESLT at the subgroup meetings. Closed communications within subgroup.	Communication	2.00
Blank	7/2009		Need work on getting info. from SEO.	Communication	3.00
District	7/2009	TA	I spoke with someone in Pre-Design yesterday and when I mentioned ESLT, he said "What is ESLT?" We need to get the word out on this group.	Communication	2.00
District	7/2009		Gary seems to keep track from past meetings in discussion.	Communication	3.00
District	7/2009		Todd keeps SEO informed. Also Sponsors and Team Leader gave update to SEO prior to this meeting.	Communication	3.50
EPG	7/2009		Doing a good job in this area.	Issue Resolution	3.50
Blank	7/2009		Need issue resolution within subgroup.	Issue Resolution	2.50
Blank	7/2009		ESLT meetings are too much reporting, not enough deciding.	Issue Resolution	2.50
District	7/2009		Not enough time for action teams.	Issue Resolution	2.50
District	7/2009		Seems to be functioning appropriately.	Issue Resolution	3.00
EPG	7/2009		Develop into a very cohesive team.	Teamwork	3.50
OES Headquarters Staff	7/2009	TA	Great job everyone. Great job on task teams. Give yourselves a pat on the back.	Teamwork	4.00
Visitor/Other	7/2009		There remains quite a bit of territorial behaviors rather than working together.	Teamwork	2.50
FHWA	7/2009		Still seems a bit of "us" against "them"	Teamwork	3.50
District	7/2009		Face to face meetings are very important!! This team is moving forward with a lot of momentum.	Teamwork	3.50
EPG	7/2009		Still cramming too much in agenda.	Schedule	2.50
EPG	7/2009		We continue to fall a bit behind due to everyones being very busy and many people doing multiple jobs.	Schedule	2.50
NR	7/2009		Were doing better.	Schedule	3.00
DEC	7/2009		Good recovery with changes (needed) to make conversations most effective.	Schedule	3.00
DEC	7/2009		Started late - but got back on track day 1.	Schedule	3.50
OES Headquarters Staff	7/2009		Great discussions at this meeting.	Schedule	3.50
OES Headquarters Staff	7/2009		Day 1 started out good, but faltered out towards the end. Better use of speakers time when they travel to speak. Day 2 was much better for keeping on track. Need more time for action team reports.	Schedule	2.00
Visitor/Other	7/2009		Still need a timer.	Schedule	3.00
Blank	7/2009		Task Teams taking too long.	Schedule	2.50
District	7/2009		If ESLT is to understand and act on recommendations by Action Teams, then we need to be able to discuss each topic. Each Action Team needs 20 minutes min on agenda. You can not keep cutting off discussion on items. If this means 1/2 day of meeting then so be it. It is a working session.	Schedule	3.00
District	7/2009		Excellent meeting. Most everyone seemed to go with flow with changes in agenda. Need to provide more time for agenda items (ie: less agenda items).	Schedule	3.00
EPG	7/2009		Doing great job of identifying education needs, but need more time and money to implement more of them.	Education	2.50
Visitor/Other	7/2009		People need to communicate more often-with OES and other affected groups.	Education	2.50
Blank	7/2009	PR	Jeff Gagnons presentation was filled with a lot of useful information. Great	Education	4.00

			demonstration of how to increase safety for both wildlife and motorists. Barry and Joes talk was great! Julios talk was informative.		
District	7/2009	TA	Comment on Communication.	Education	2.00
District	7/2009		Good training and education agenda items with Barney, Joe and Julio.	Education	3.50
DEC	7/2009		Need to better track task teams and what is/isnt happening to better identify overlaps.	Process and Procedure	3.50
OES Headquarters Staff	7/2009		Kudos - Grouping like topics on day 1.	Process and Procedure	3.00
District	7/2009		A lot of effort is focused in this area and processes are being identified for improvement.	Process and Procedure	3.50
EPG	7/2009		I think we still have a long way to go before we are achieving our "one voice."	Consistency	2.00
DEC	7/2009		We are getting there thru the subgroups.	Consistency	3.50
Visitor/Other	7/2009		Dichotomons - EC vs OES.	Consistency	2.00
Blank	7/2009		Sometimes we lose track of our method of "consensus."	Consistency	3.00
District	7/2009		In progress.	Consistency	3.00
District	7/2009		We all seem to be heading in the same direction.	Consistency	3.00
Visitor/Other	7/2009		One voice is not really solid, yet.	Leadership	3.00
Blank	7/2009		Relationships of team and teamwork with decision makers and executive decisions is not always clear or useful.	Leadership	2.50
District	7/2009	PR	Gary has done an excellent job as team leader. Subteam leadership is functioning at high level.	Leadership	3.50

Partnership: **(ESLT) Environmental Services Leadership Team**

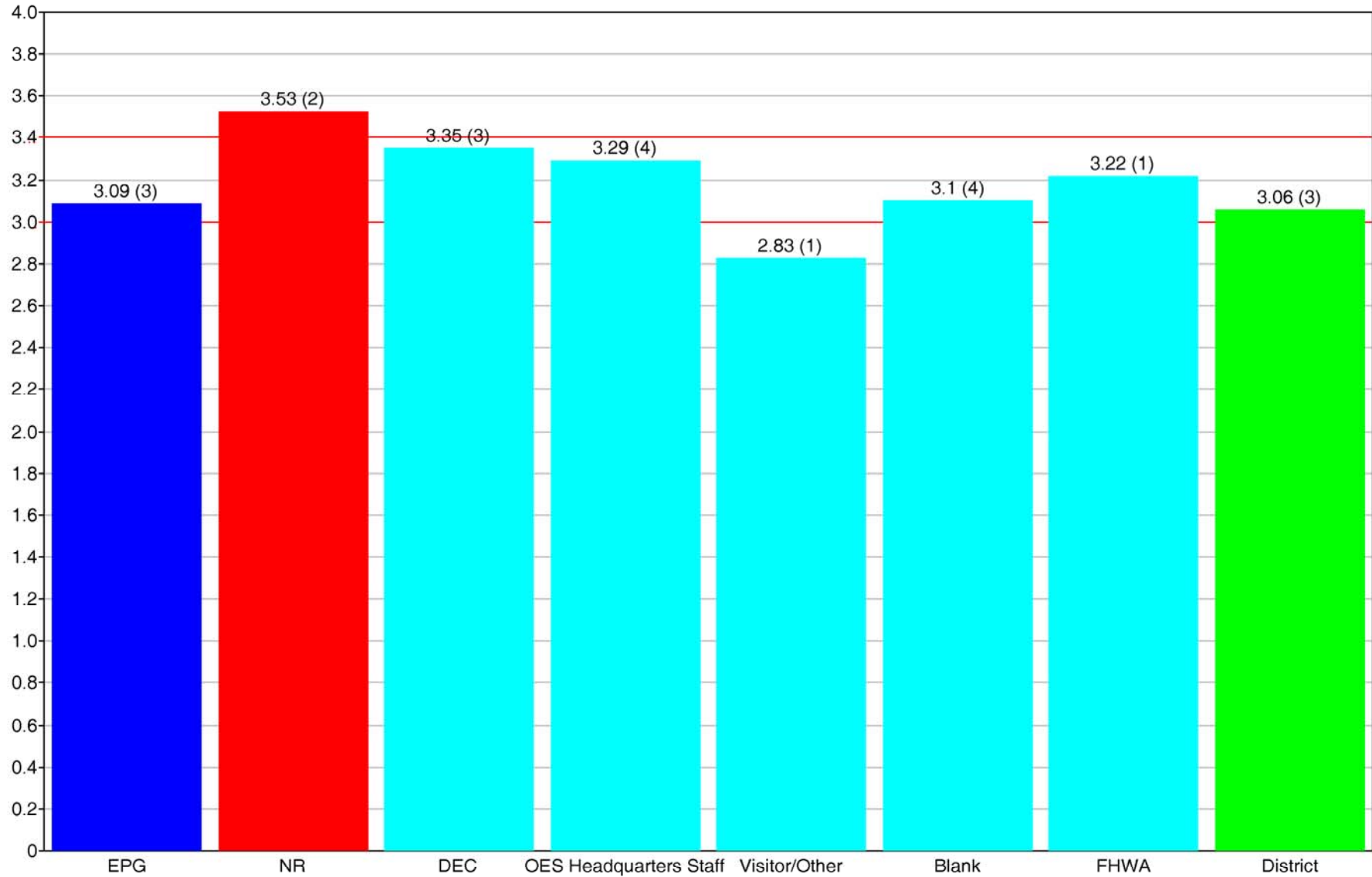
Partnership:		ESLT - Environmental Services Leadership Team									
Evaluator Type	Period	CC	Comm	IR	TW	Schedule	ED	PP	Cons	LSL	Avg
NR	7/2009	3.50	3.50	3.50	3.50	3.00	4.00	3.50	3.00	3.50	3.44
OES Headquarters Staff	7/2009	3.50	3.00	3.00	3.00	2.00	3.50	3.00	3.00	3.50	3.06
Visitor/Other	7/2009	2.50	3.00	3.50	2.50	3.00	2.50	3.50	2.00	3.00	2.83
OES Headquarters Staff	7/2009	3.50	3.50	3.50	3.50	3.00	3.00	3.00	3.00	3.50	3.28
Blank	7/2009	2.50	2.00	2.50	2.50	3.00	4.00	2.50	3.00	3.50	2.83
District	7/2009	3.00	3.00	2.50	3.50	3.00	2.50	2.50	3.00	3.00	2.89
Blank	7/2009	3.50	3.00	3.00	4.00	3.50	3.50	3.00	3.00	3.00	3.28
EPG	7/2009	3.50	3.50	3.50	4.00	2.50	3.00	3.00	3.00	3.00	3.22
EPG	7/2009	3.50	2.50	3.00	3.50	2.50	3.50	3.00	3.00	3.00	3.06
NR	7/2009	3.50	3.50	4.00	4.00	3.00	3.50	3.50	4.00	3.50	3.61
District	7/2009	3.00	2.00	3.00	3.00	3.00	2.00	3.50	3.50	3.50	2.94
Blank	7/2009	3.50	3.50	3.00	4.00	3.50	3.00	3.00	3.50	3.50	3.39
EPG	7/2009	3.50	3.50	3.50	3.50	2.50	2.50	3.00	2.00	3.00	3.00
District	7/2009	3.50	3.50	3.00	3.50	3.00	3.50	3.50	3.00	3.50	3.33
DEC	7/2009	4.00	3.50	3.00	4.00	3.00	3.50	3.50	3.50	3.50	3.50
DEC	7/2009	4.00	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.56
Blank	7/2009	3.00	3.00	2.50	3.50	2.50	3.00	3.00	3.00	2.50	2.89
DEC	7/2009	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
FHWA	7/2009	3.50	3.50	3.50	3.50	3.00	3.00	3.00	3.00	3.00	3.22
OES Headquarters Staff	7/2009	3.50	3.50	3.00	3.00	3.00	3.00	3.50	3.00	3.50	3.22
OES Headquarters Staff	7/2009	4.00	3.50	3.50	4.00	3.50	3.50	3.50	3.50	3.50	3.61
	EPG	3.50	3.17	3.33	3.67	2.50	3.00	3.00	2.67	3.00	3.09
	NR	3.50	3.50	3.75	3.75	3.00	3.75	3.50	3.50	3.50	3.53
	District	3.17	2.83	2.83	3.33	3.00	2.67	3.17	3.17	3.33	3.06
	Development	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FHWA	3.50	3.50	3.50	3.50	3.00	3.00	3.00	3.00	3.00	3.22
	DEC	3.67	3.33	3.17	3.50	3.17	3.33	3.33	3.33	3.33	3.35
	OES Headquarters Staff	3.63	3.38	3.25	3.38	2.88	3.25	3.25	3.13	3.50	3.29
	Visitor/Other	2.50	3.00	3.50	2.50	3.00	2.50	3.50	2.00	3.00	2.83
	Blank	3.13	2.88	2.75	3.50	3.13	3.38	2.88	3.13	3.13	3.10
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	All Stakeholders	3.38	3.17	3.17	3.45	2.95	3.17	3.17	3.07	3.26	3.20

PEP Goals By Partnership - (ESLT) Environmental Services Leadership Team



Data Is Based Upon 21 Evaluations (Jul 2009 - Jul 2009)

PEP Ratings By Partnership - (ESLT) Environmental Services Leadership Team



Data Is Based Upon 21 Evaluations (Jul 2009 - Jul 2009)

PEP Flags By Partnership - (ESLT) Environmental Services Leadership Team
(Jul 2009 - Jul 2009)

Partnership	Period	EPG Evals	EPG Avg	NR Evals	NR Avg	Dist Evals	Dist Avg	Deve Evals	Deve Avg	FHWA Evals	FHWA Avg	DEC Evals	DEC Avg	OES Evals	OES H Avg	Visi Evals	Visit Avg	Blan Evals	Blank Avg	Evals	Avg	Proj Avg	High Eval	Low Eval	Rate
ESLT Environmental Services Leadership Team	7/2009	3	3.09	2	3.53	3	3.06			1	3.22	3	3.35	4	3.29	1	2.83	4	3.10			3.20	4.00	2.00	

Partnership Flags Report Represents The Standard Five Goals

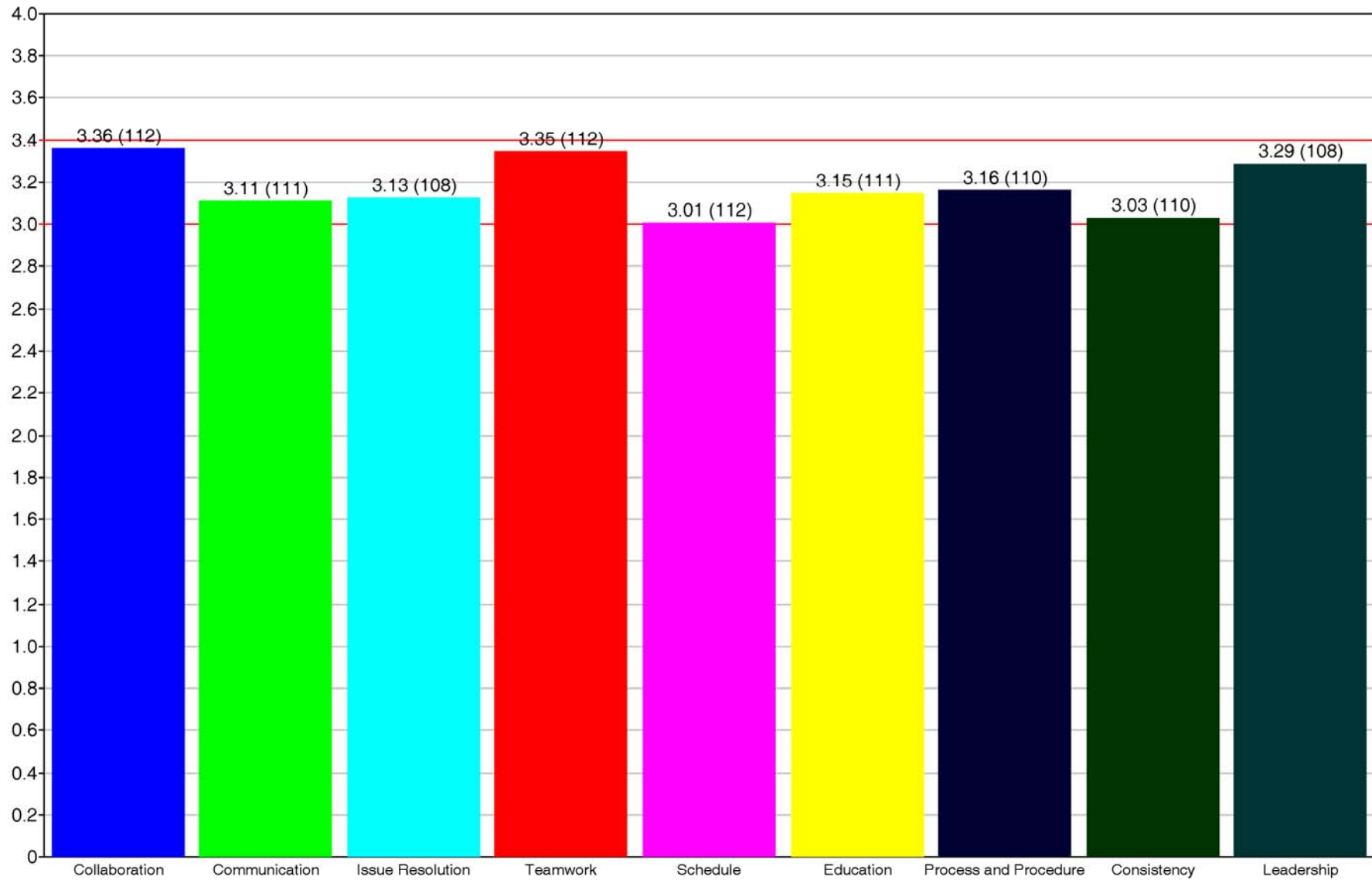
Partnership Needs Help Criteria

- a) Ratings Fall Below 3.0 Per Team For 2+ Months. (PEP Software Capability)
- b) Negative Comments (Partnership Leader Review)
- c) Low Stakeholder Participation (Partnership Leader Review)

Partnership Excelling Criteria

- a) Ratings Are Above 3.4 Per Team for 2+ Months. (PEP Software Capability)
- b) Neutral or Provide Recognition Comments (Partnership Leader Review)
- c) Good Stakeholder Participation (Partnership Leader Review)

PEP Goals By Partnership - (ESLT) Environmental Services Leadership Team



Data Is Based Upon 112 Evaluations (Feb 2008 - Jul 2009)

PEP Flags By Partnership - (ESLT) Environmental Services Leadership Team
(Feb 2008 - Jul 2009)

Partnership	Period	EPG Evals	EPG Avg	NR Evals	NR Avg	Dist Evals	Dist Avg	Deve Evals	Deve Avg	FHWA Evals	FHWA Avg	DEC Evals	DEC Avg	OES Evals	OES H Avg	Visi Evals	Visit Avg	Blan Evals	Blank Avg	Evals	Avg	Proj Avg	High Eval	Low Eval	Rate
ESLT	9/2008	3	3.08	4	3.14	3	3.31			1	3.00	5	3.30	3	3.04	6	3.12					3.17	4.00	1.00	
Environmental	11/2008	3	3.19	5	3.19	3	3.24			2	3.26	7	3.16	3	3.35	4	3.13					3.20	4.00	0.50	
Services Leadership Team	2/2009	3	3.04	2	3.06	4	3.22			1	3.06	4	3.27	5	3.20	2	3.22					3.18	4.00	2.00	
	5/2009	1	2.89	1	3.28	3	3.15			1	3.00	4	3.29	3	3.11			5	3.05			3.13	4.00	1.50	
	7/2009	3	3.09	2	3.53	3	3.06			1	3.22	3	3.35	4	3.29	1	2.83	4	3.10			3.20	4.00	2.00	

Partnership Flags Report Represents The Standard Five Goals

Partnership Needs Help Criteria

- a) Ratings Fall Below 3.0 Per Team For 2+ Months. (PEP Software Capability)
- b) Negative Comments (Partnership Leader Review)
- c) Low Stakeholder Participation (Partnership Leader Review)

Partnership Excelling Criteria

- a) Ratings Are Above 3.4 Per Team for 2+ Months. (PEP Software Capability)
- b) Neutral or Provide Recognition Comments (Partnership Leader Review)
- c) Good Stakeholder Participation (Partnership Leader Review)