

Our Vision for the Future, Management Philosophy, and Top Challenges & Commitments

To guide our Business and Performance Plan, the RD&T Leadership Council has a vision to conduct research and provide products and services that are **essential, indispensable, and connected to our customers and partners**. We are committed to continuing our quality journey; to initiating improvements in programs, processes, and the quality of work life; to conducting outstanding research; and to providing services that “drive” the achievement of FHWA strategic goals and performance indicators. Our Top Challenges and Commitments for exceeding partner and customer expectations are to:

Effectively Deliver Needed Products and Services by:

- Developing quality research products and services that address the needs of our internal customers and external partners in a timely manner; and
- Improving collaboration, communication, and feedback on research and technology with the FHWA Resource Centers and Division Offices.

Improve Business and Administrative Processes by:

- Developing and implementing a lab assessment process to routinely provide independent feedback to improve the quality of laboratory services and lab-based research programs;
- Effectively utilizing research resources and efficient operations of the RD&T facilities, organization, and programs; and
- Defining and implementing methodologies/tools to evaluate projects and conduct performance measurement of research at TFHRC.

Develop and Recognize Employees by:

- Mentoring and through Individual Development Plans (IDP) that build skills and agency research capacity and competence; and
- Providing an improved award and recognition program that values achievements, is directly linked to team accomplishment, and advances the RD&T Leadership Council Action Agenda.

Communicate the FHWA R&T Story and Future Agenda by:

- Developing an improved and “consumable” statement of FHWA R&T initiatives and focus areas;
- Gathering and reporting on FHWA achievements in delivering technology and innovation in collaboration with FHWA headquarters and field offices;
- Identifying national research program priorities, resources, and funding needs with our partners, through activities such as the National R&T Partnership Initiative and Future Strategic Highway Research Program; and
- Building a common advocacy for an enhanced national R&T program and legislative agenda.

