# DRISI

Caltrans Division of Research, Innovation and System Information

# Research Results

Research Support

## Crowdsourcing Innovation at Caltrans

In the fall of 2016, Caltrans launched a web-based, crowdsourcing innovation management tool to elicit ideas from employees statewide.

### WHAT WAS THE NEED?

In March 2015 an ad-hoc team of Caltrans managers and staff began exploring various strategies to further enhance a culture of innovation within the organization. The effort was motivated by the Department's recently updated strategic management plan that has an emphasis on innovation. The use of a crowdsourcing innovation management tool was identified to be a promising approach, successfully employed by other state transportation agencies and across the private sector in other industries.
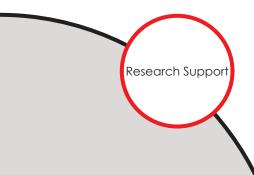
### WHAT WAS OUR GOAL?

The goal of this effort was to identify and launch an innovation management tool for Caltrans employees.

### WHAT DID WE DO?

In September 2015 the Department launched the "Innovate@ Caltrans" site with a trio of campaigns to elicit ideas from employees on the topics of water conservation, workplace safety, and suggestions for future campaigns.

### WHAT WAS THE OUTCOME?

Over the course of the ensuing 12 months, over 3300 employees participated in a total of 9 campaigns, contributing close to 550 ideas. 2 ideas from a campaign were implemented during this period. 25 ideas from 3 campaigns were moved to advanced stages of the innovation process to identify next steps.

Caltrans

DRISI provides solutions and knowledge that improves California's transportation system

## WHAT IS THE BENEFIT?

The tool demonstrated how an innovation platform can be effectively leveraged to engage employees at all levels in the organization while fostering dialogue across conventional organizational boundaries. The experience gained from implementing these new processes provided an opportunity for growth moving forward with an improved innovation platform.

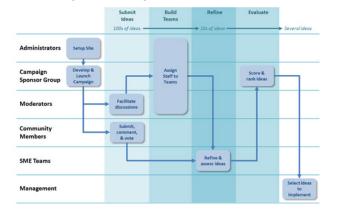## IMAGES



Image 1: From good ideas to solutions
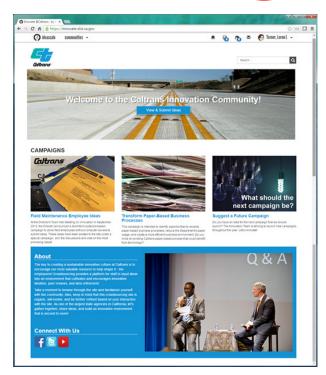


Image 2: Innovation process



Image 3: Landing page



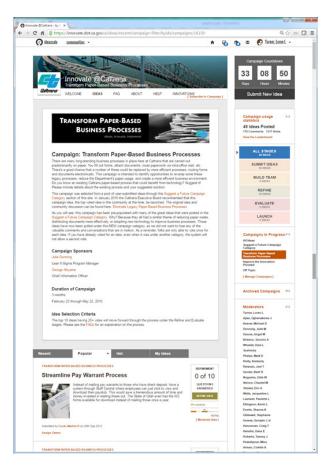Image 4: Innovation poster in the TransLab building lobby

Image 5: Campaign page