



Grow Up: Maturity, Accountability, and People Management that work

Presenter



Maria Roux currently serves as the Chief Procurement Officer for the Georgia Department of Transportation (GDOT) Office of Procurement, overseeing GDOT's Operational, Engineering & Design and Compliance groups. In this role she is responsible for leading these teams to ensure GDOT implements strategies that focus on efficiency and compliance to provide the best service to internal and external customers while building and maintaining the public's trust. Maria previously served as the Asst. Chief Procurement Officer – QA Compliance. This role was responsible for providing oversight of federal regulation and state rules/laws as pertains to Title 50 procurement and Engineering and Design related procurement utilizing FHWA funds. This role is also responsible for auditing the procurement function as well as developing and providing training for all procurement staff, end user and personnel who touch the procurement function. In her role, she is also responsible for ensuring local governments adhere to state and federal rule and regulations for Engineering & Design related procurements as pertains to 23 CFR part 172 by performing policy review and providing training and assistance with local governments, counties and municipalities. Ms. Roux has also previously served as the State Purchasing Division Training supervisor responsible for



procurement training development and delivery function. In this role she managed procurement training function for the state and organized training roll outs that ensured state entity staff were prepared to become certified in procurement. Maria has over twenty-five years of experience managing, developing, delivering and facilitating training for large and small entities/corporations as well as over seventeen (18) years of government procurement experience. The combination of training and procurement experience has provided her the ability and passion to assist other procurement professionals.

Summary:

Grow Up: Maturity, Accountability, and People Management that work explores the thought that organizations do not stall because of weak policies or insufficient expertise they stall because leadership fails to mature at the same pace as responsibility. This session intends to challenge outdated beliefs that strong Buyers will automatically make strong leaders and looks at the gaps that hold procurement teams back (inconsistent accountability, underdeveloped people management skills, lack of generational understanding, leadership habits rooted in control rather than trust as well as misguided belief that everyone should work the same. This session explores what leadership maturity truly looks like in modern procurement environments. Participants will examine how mature leaders balance authority with empathy, standards with empowerment and results with long term talent development. Through practical and real-world example, the goal is for attendees to gain tools to manage performance, develop staff, and create a sustainable people driven culture.