

Leadership Development Update

Paddy Gough, Executive Director
Human Resources and Organizational Development

The Challenge

- Need for Top Performers
- Increased Competition
- Aging Workforce



Meeting the Challenges

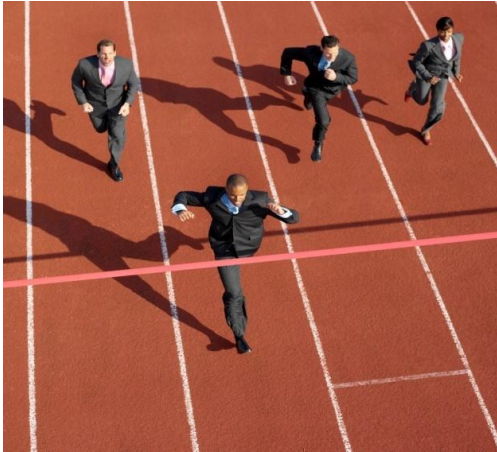
A Two-Pronged Approach:

- Implement Talent Management
- Cultivate Leadership



Succession Planning

Talent Identification



Who are they?

Succession Planning



Where do they go?

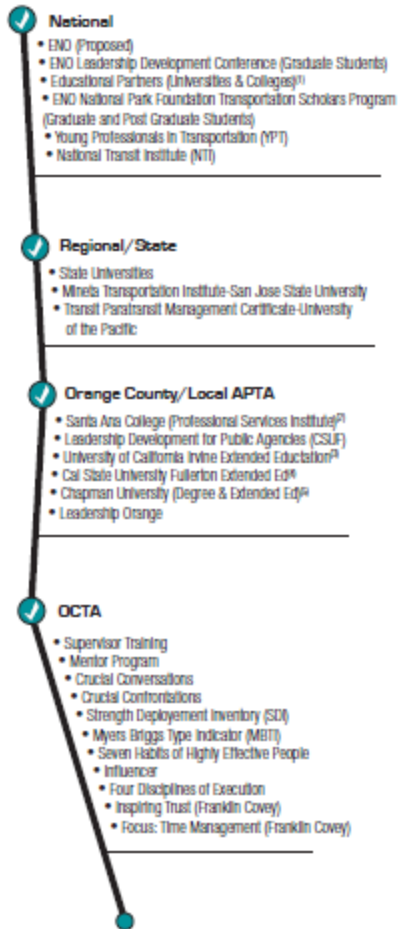
Performance & Development



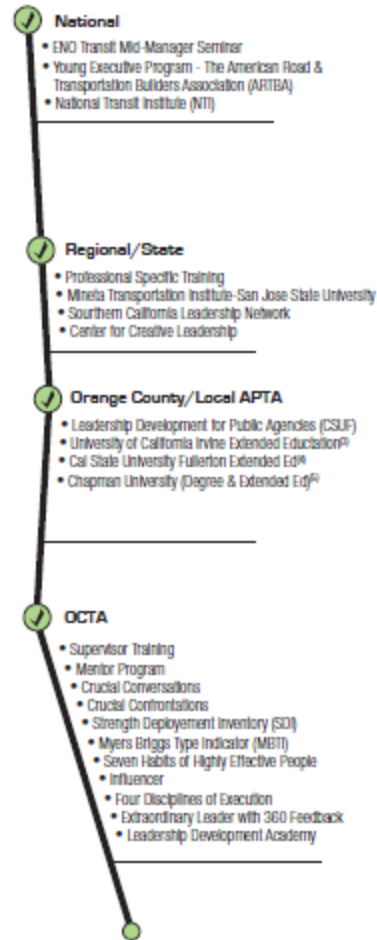
How do they grow?

Leadership Development Roadmap

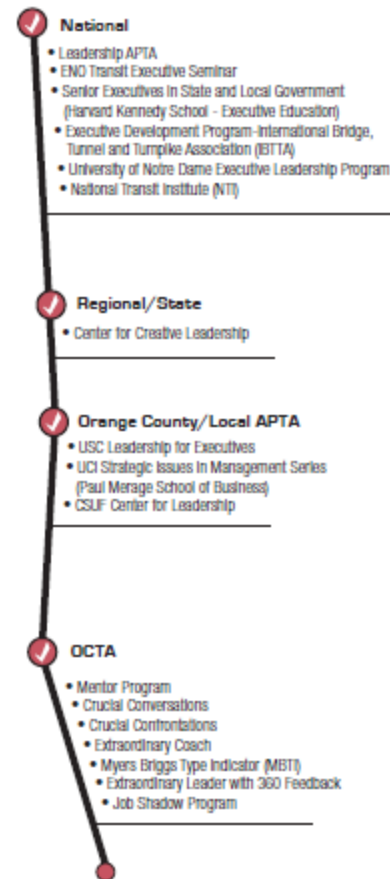
EARLY CAREER



MID MANAGERS



EXECUTIVE



Leadership Programs

Program	Transit	Planning	Capital Programs	Finance & Admin	HROD	External Affairs	Government Relations
ENO Transit Executive Seminar	1	1			2	1	2
ENO Transit Mid-Manager Seminar	1				1		1
Leadership APTA	2			2		1	
CSUF Leadership Development for Public Agencies			1		1	1	
Southern California Leadership Network							1
Leadership Orange	1	1			1	1	
WTS Leadership Program							1
Transit Paratransit Management Certificate - University of the Pacific	18	3			3	3	
OCTA Leadership Development Academy	2	1		2	4	2	2
OCTA Supervisor Training	21	6		4	16	2	3

Growing Leaders

- Coaching
- Communication
- Commitment
- Integrity
- Honesty
- Engagement

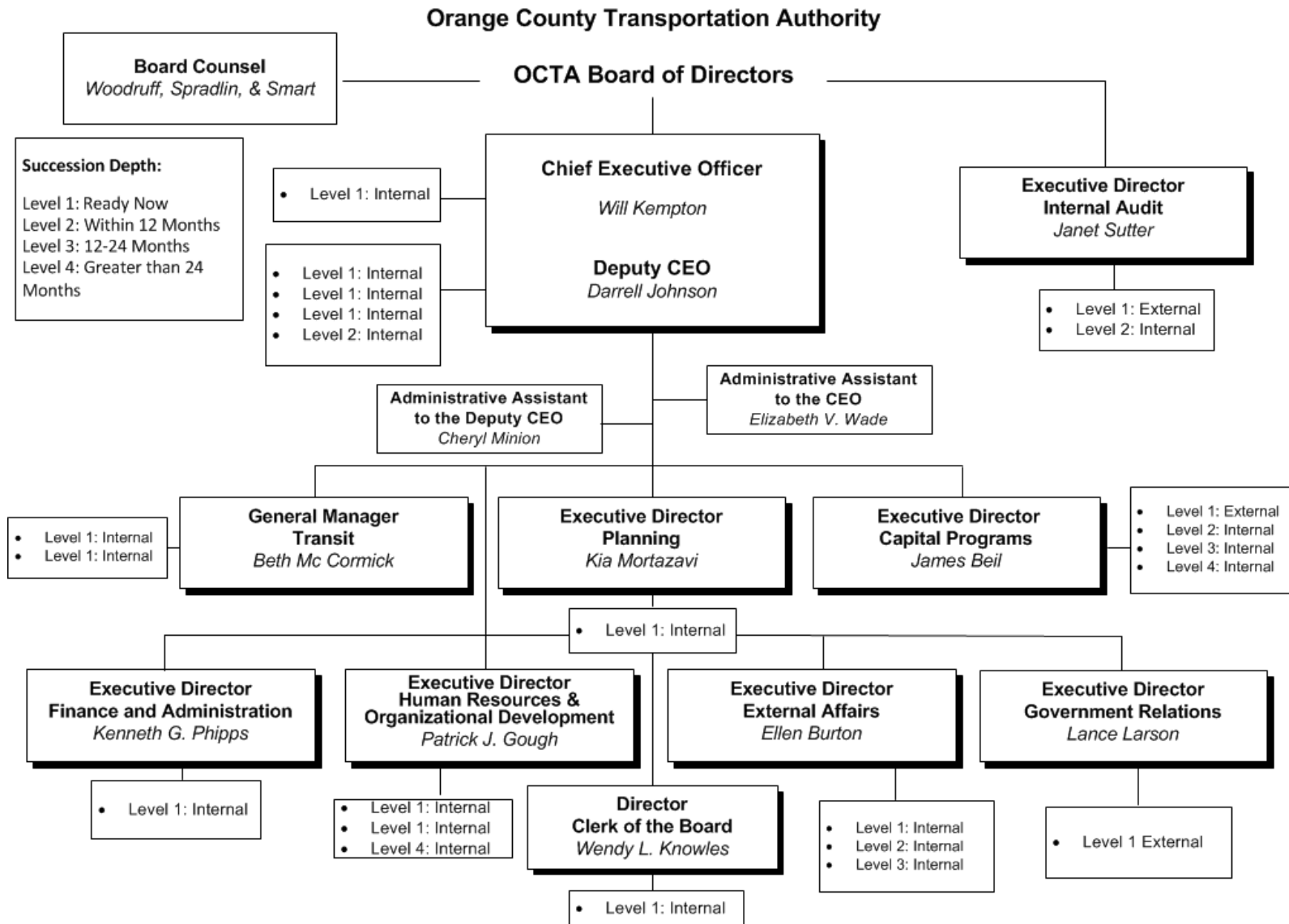


Benefits

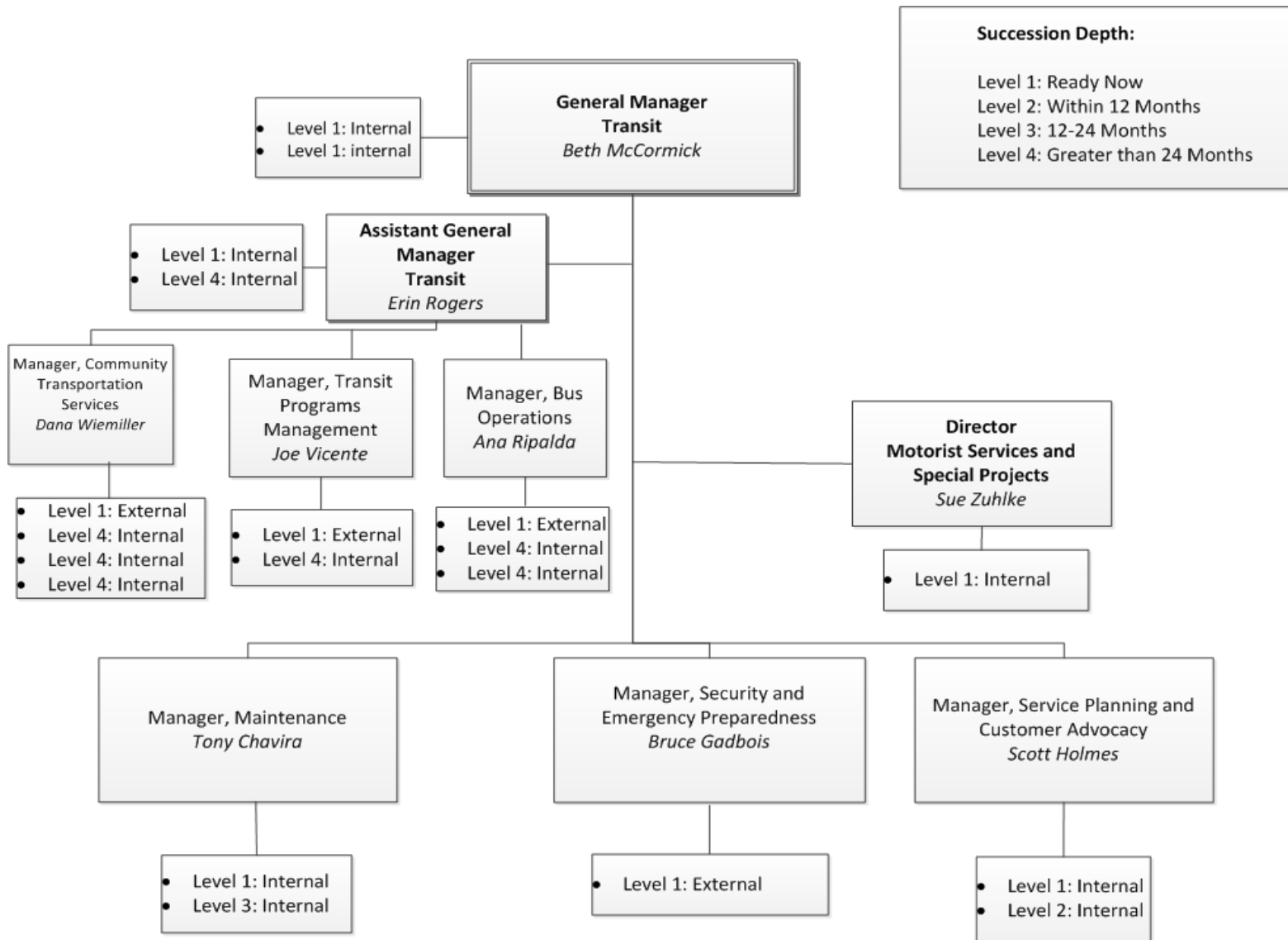
- Creates a leadership pipeline
- Develops talent
- Retains top talent



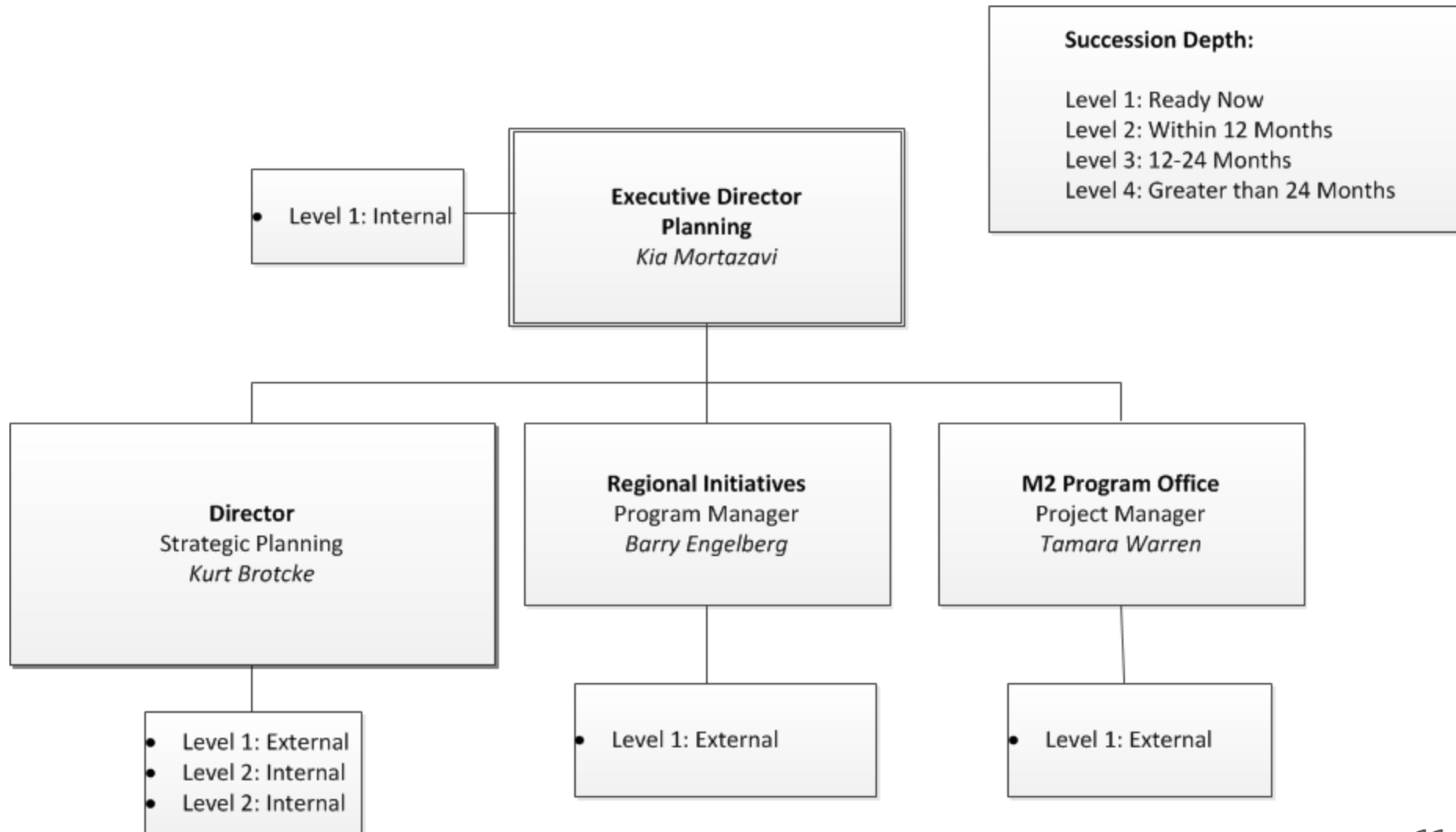
Succession Org Chart



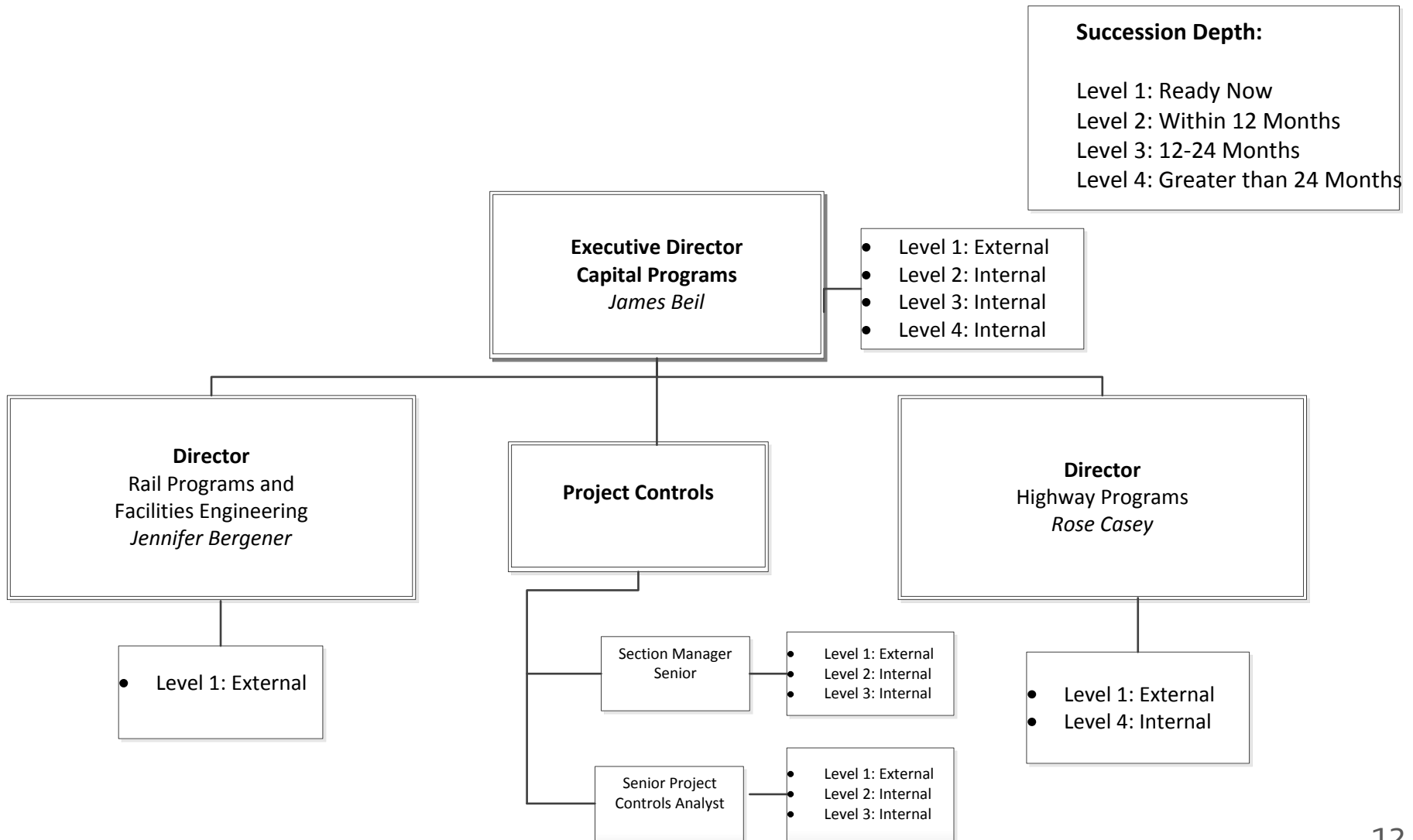
Succession Org Chart - Transit



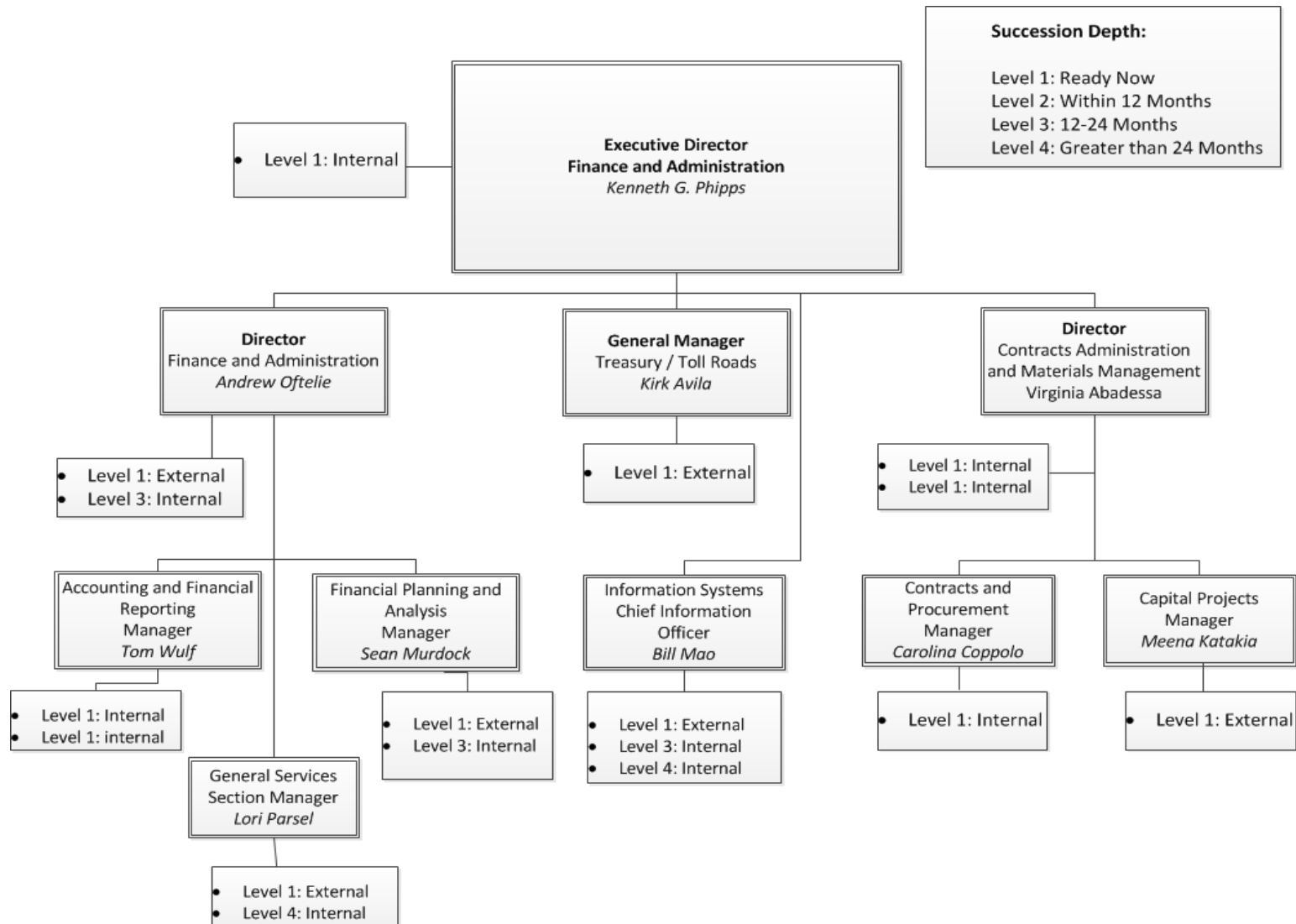
Succession Org Chart - Planning



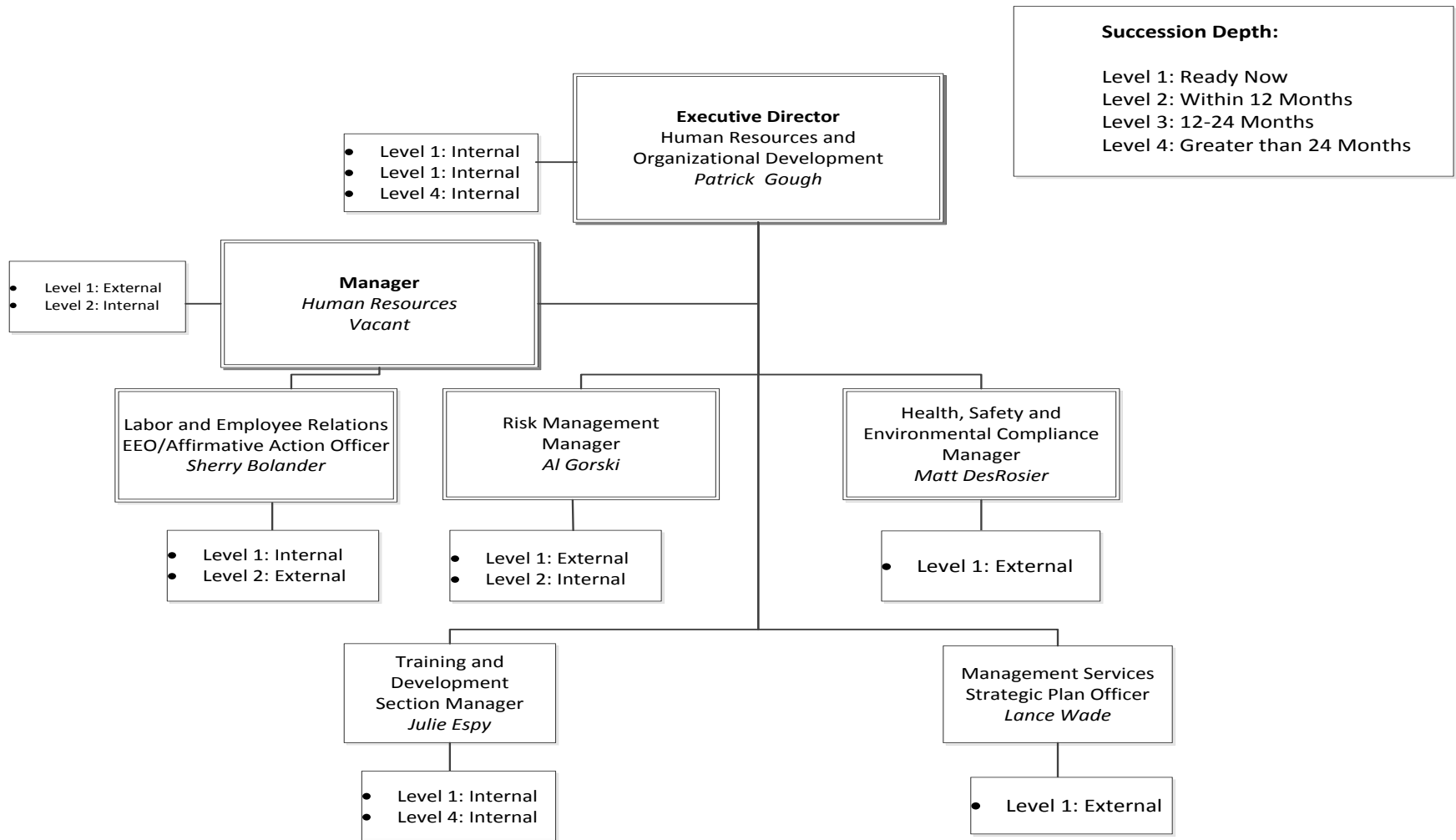
Succession Org Chart – Capital Programs



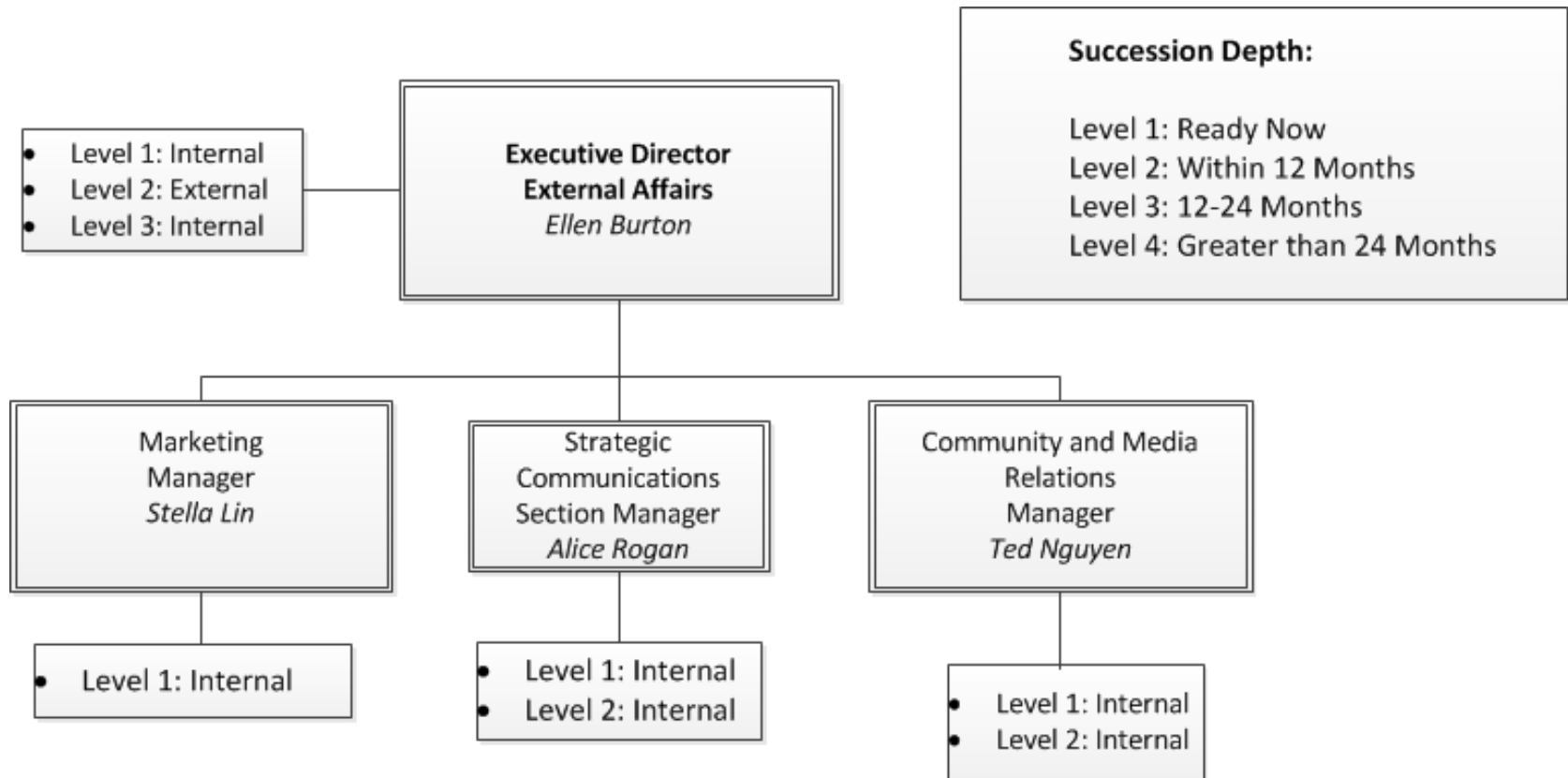
Succession Org Chart - Finance



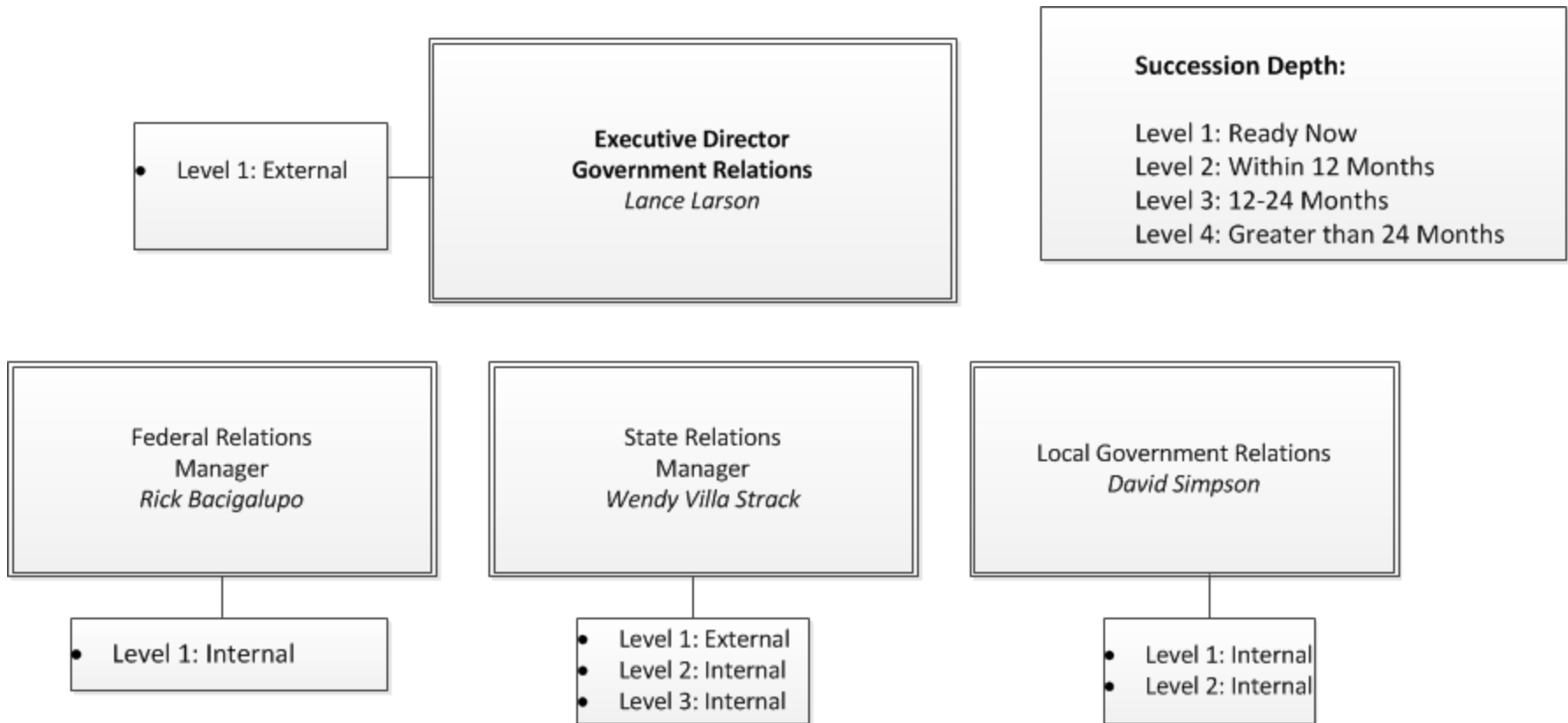
Succession Org Chart - HROD



Succession Org Chart – External Affairs



Succession Org Chart – Gov Relations



Summary

