

Leadership Development Update

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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?

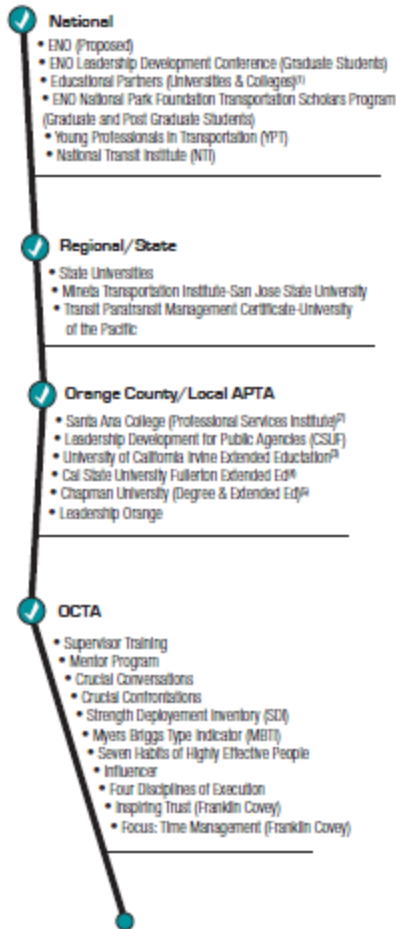
Performance & Development



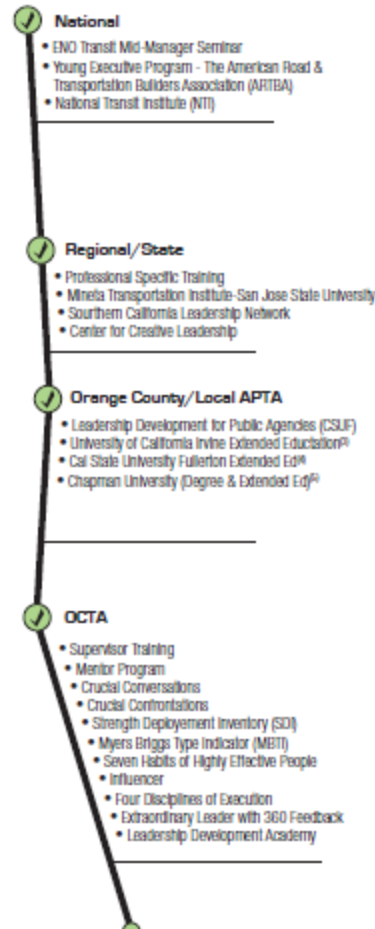
How do they grow?

Leadership Development Roadmap

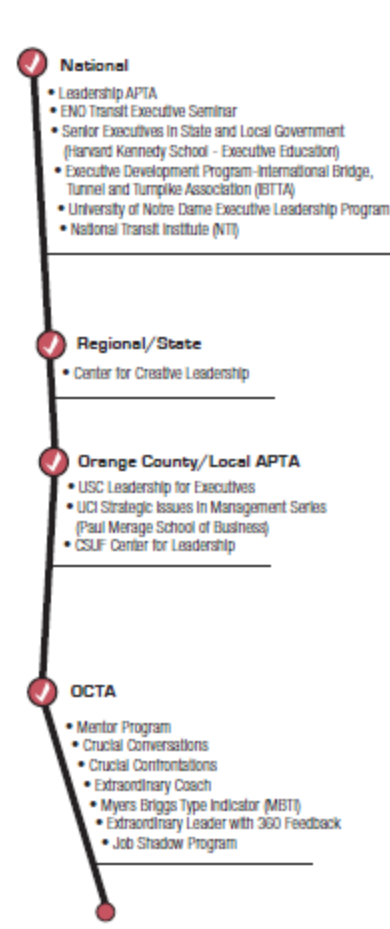
EARLY CAREER



MID MANAGERS



EXECUTIVE



Leadership Programs

Program	Transit	Planning	Capital Programs	Finance & Admin	HROD	External Affairs	Government Relations	Executive Office	Totals
Harvard Kennedy School Sr. Executives in State and Local Government								1	1
ENO Transit Executive Seminar	1	1		2	1	2		1	8
ENO Transit Mid-Manager Seminar	1			1		1			3
Leadership APTA	2		2		1				5
CSUF Leadership Development for Public Agencies		1		1	1				3
Southern California Leadership Network									0
Leadership Orange	1	1		1	1				4
WTS Leadership Program						1			1
Transit Paratransit Management Certificate - University of the Pacific	18	3		3	3				27
OCTA Leadership Development Academy	2	1	2	4	2	2			13
OCTA Supervisor Training	21	6	4	16	2	3			52

Growing Leaders

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

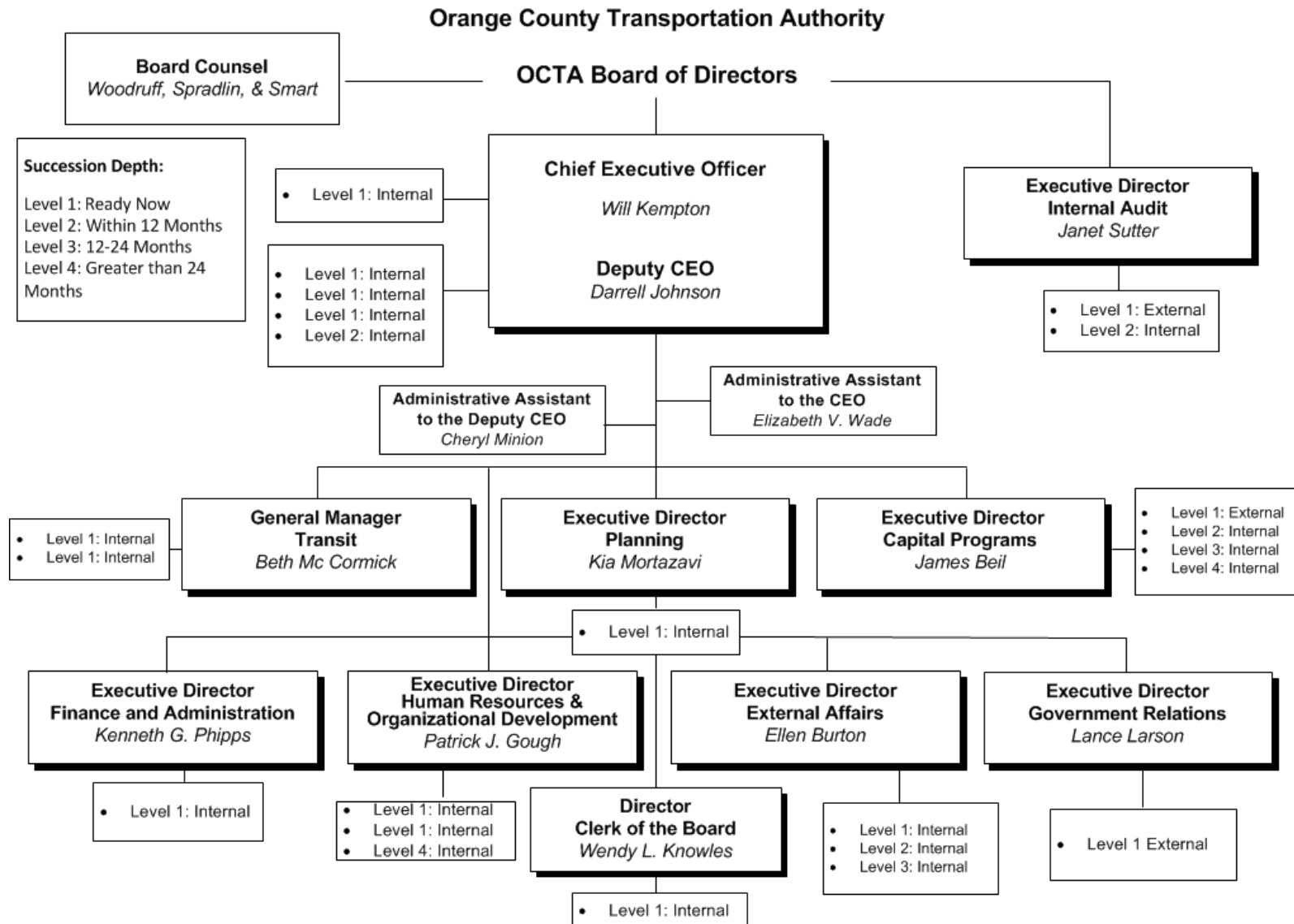


Benefits

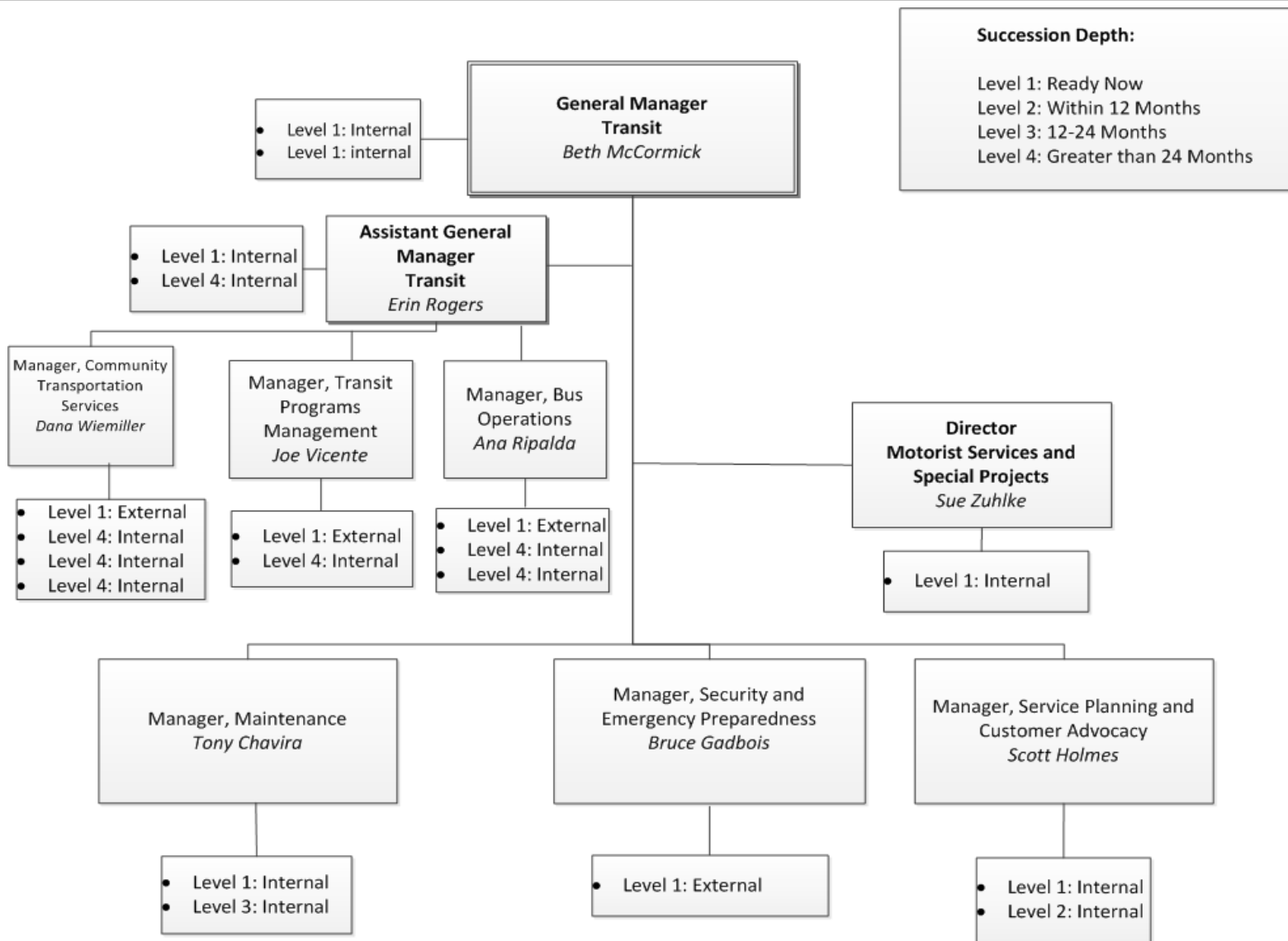
- Creates a leadership pipeline
- Develops talent
- Retains top talent



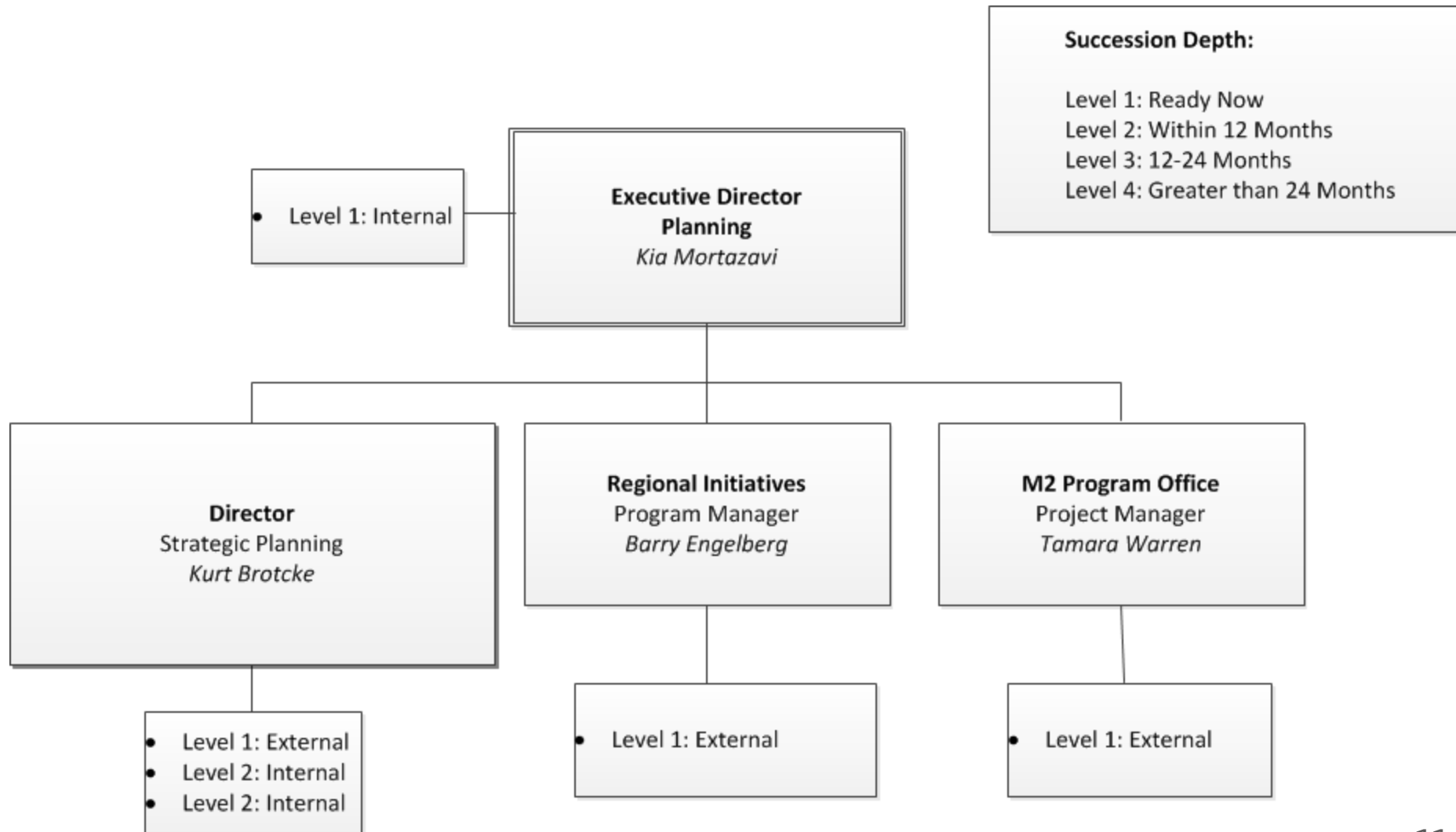
Succession Org Chart



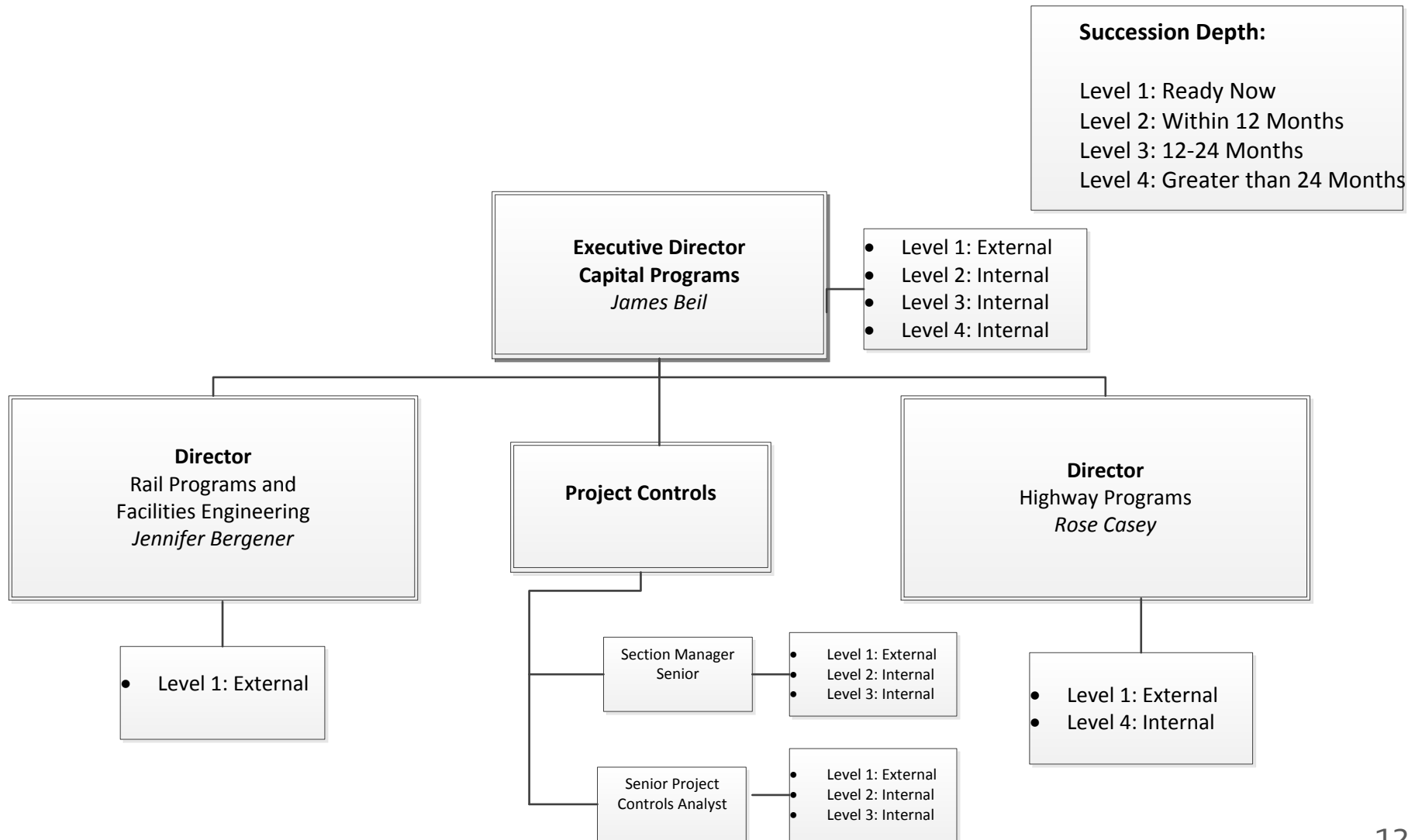
Succession Org Chart - Transit



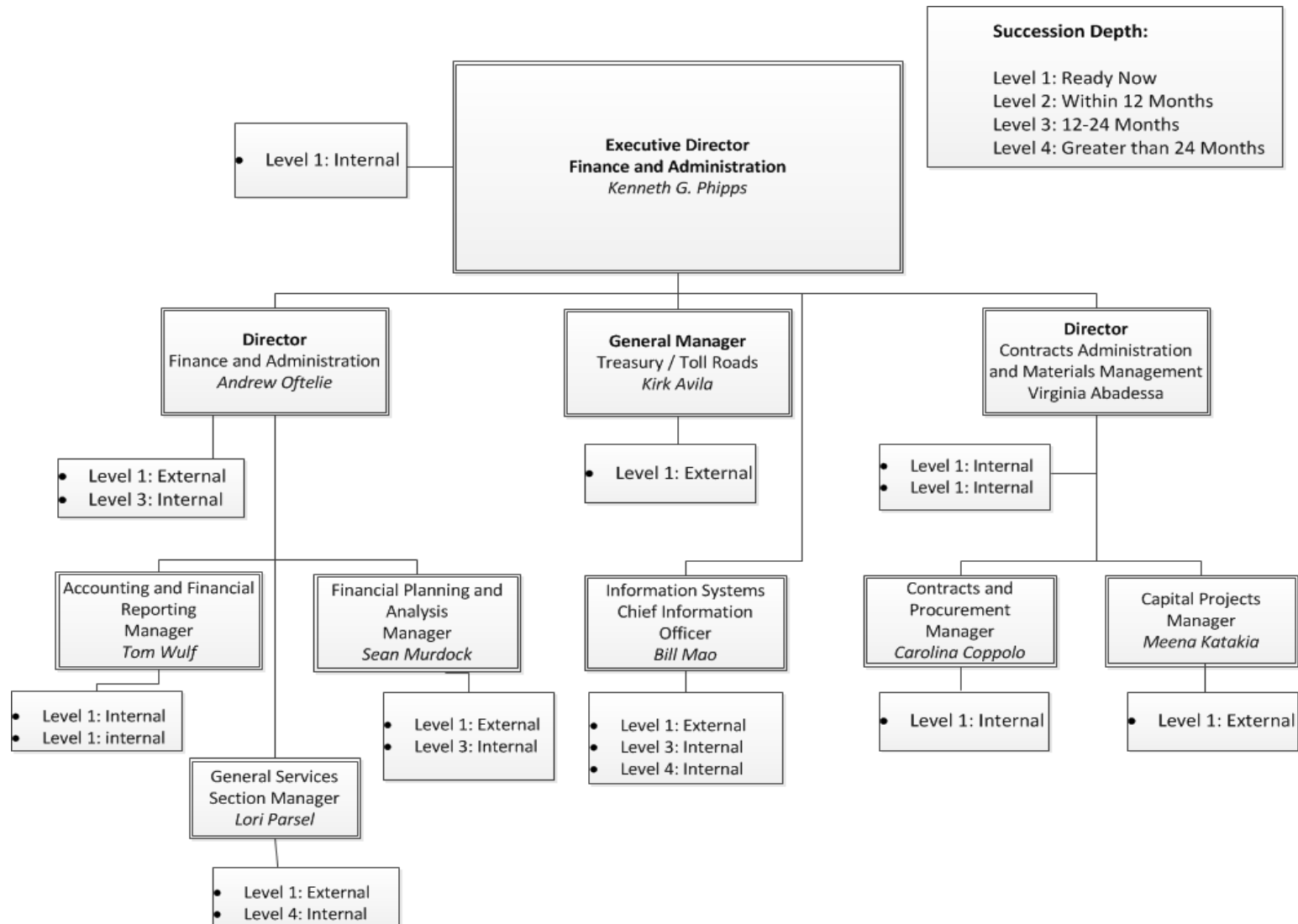
Succession Org Chart - Planning



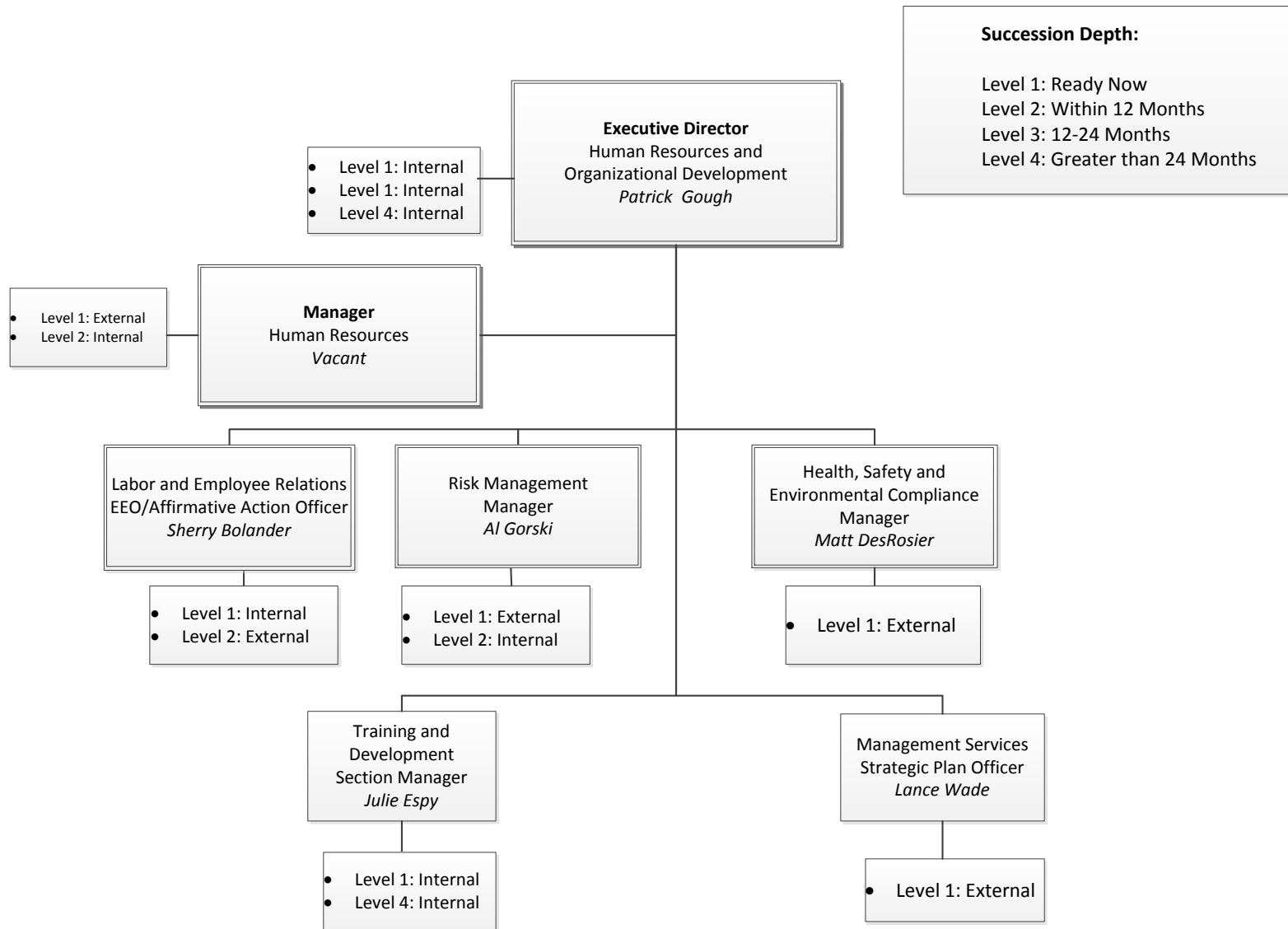
Succession Org Chart – Capital Programs



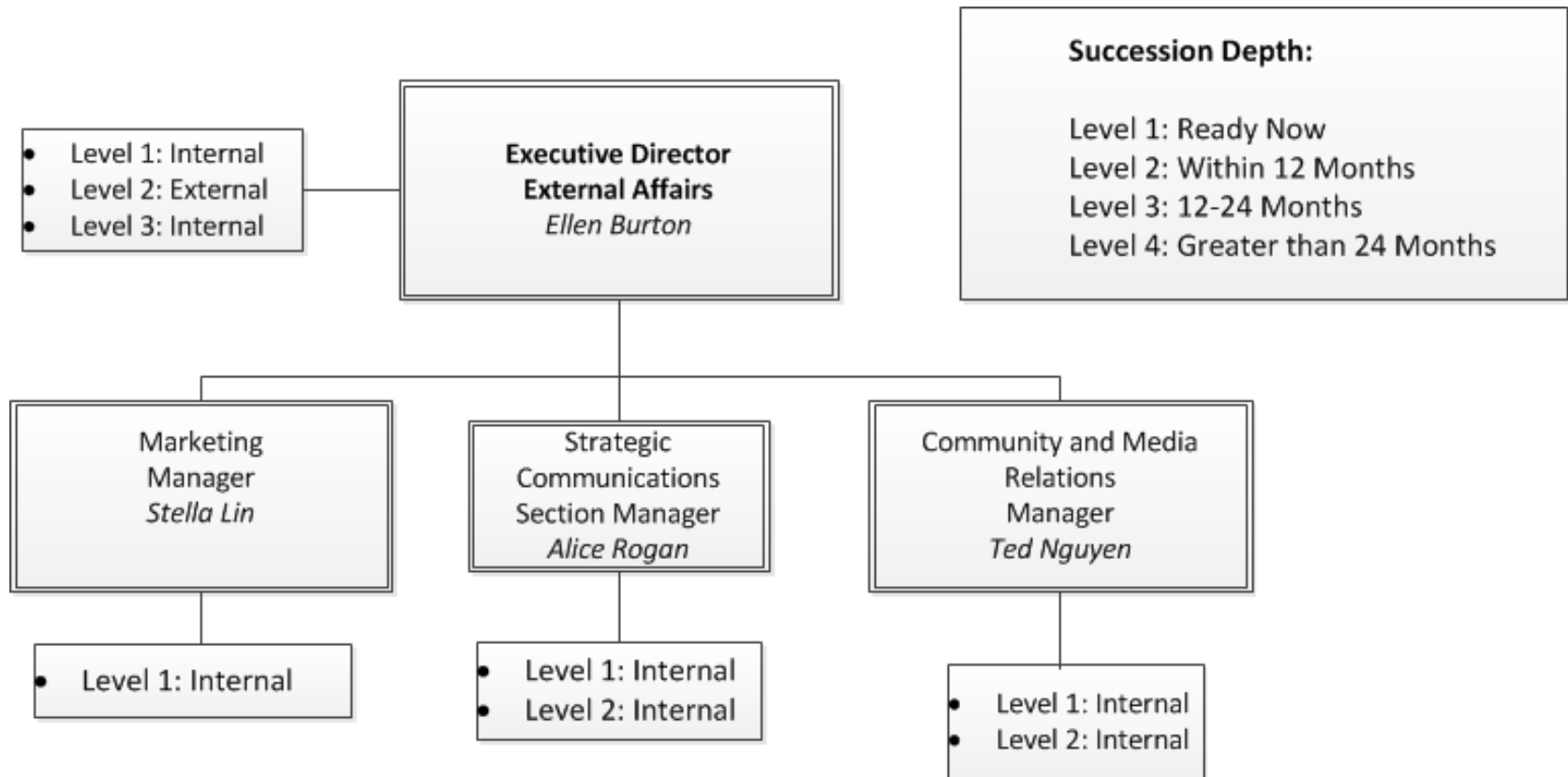
Succession Org Chart - Finance



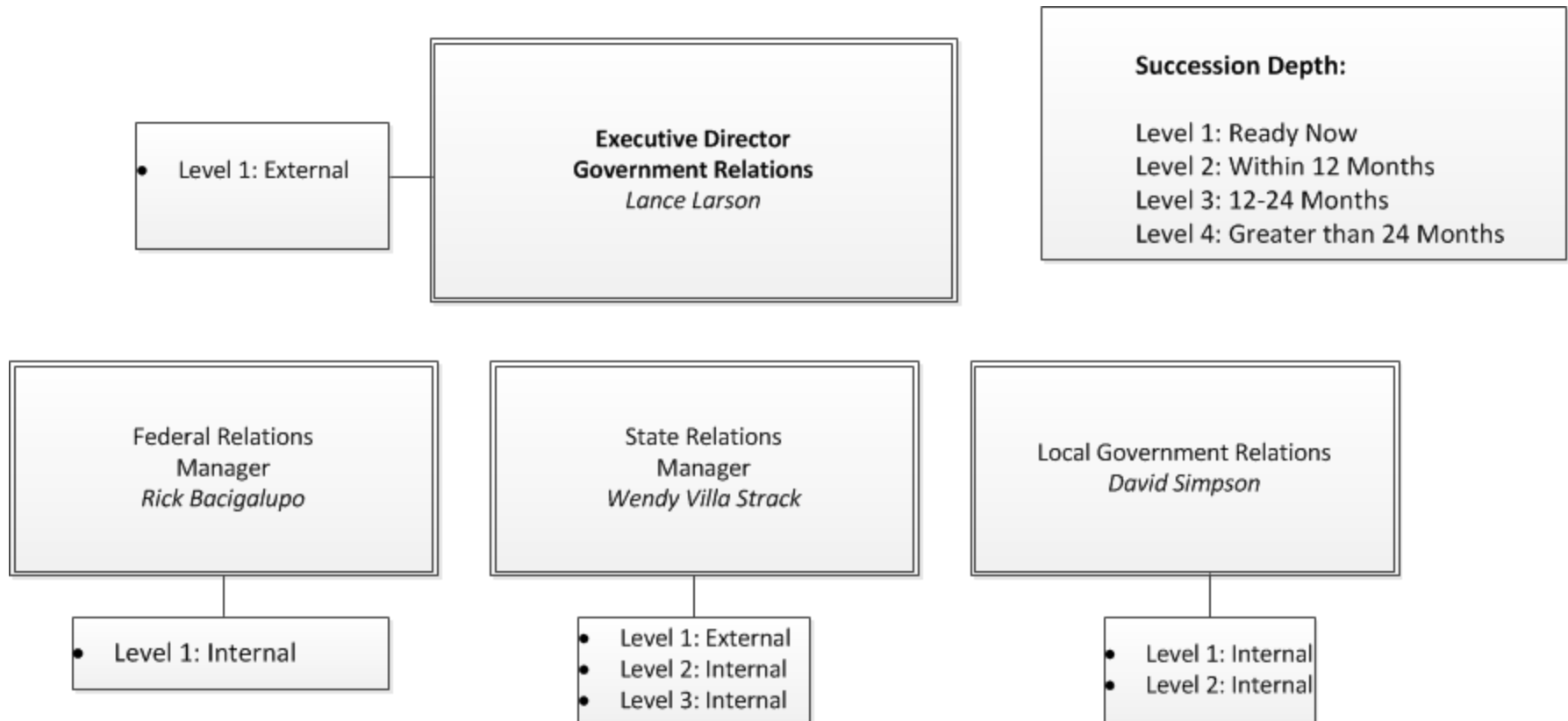
Succession Org Chart - HROD



Succession Org Chart – External Affairs



Succession Org Chart – Gov Relations



Summary

