



Lane Transit District

LANE TRANSIT DISTRICT BOARD OF DIRECTORS SPECIAL MEETING/WORK SESSION

Monday, June 22, 2015

4:30 p.m. to 6:30 p.m.

LTD BOARD ROOM
3500 E. 17th Avenue, Eugene
(off of Glenwood Boulevard)

Public testimony will not be heard at this meeting.

AGENDA

4:30 p.m. Call to Order – Board President Gary Wildish

Roll Call:

Grossman _____ Gillespie _____ Yeh _____ Wildish _____

Pierce _____ Necker _____ Nordin _____

4:32 p.m. Welcome and Guest Introductions – Board President Gary Wildish

4:35 p.m. **Objective: Determine attributes desired in the next general manager of Lane Transit District.** – Director of Administrative Services Roland Hoskins

The Audience and Board of Directors will collaborate in small group discussions to compile a list of characteristics and skills that will aid in the next general manager's success at LTD. Staff from KL2 Connects will facilitate the meeting.

- Attachment: KL2 Connects Initial Leadership Profile

6:15 p.m. Wrap Up – Board President Gary Wildish

6:30 p.m. Adjournment

The facility used for this meeting is wheelchair accessible. If you require any special physical or language accommodations, including alternative formats of printed materials, please contact LTD's Administration office as far in advance of the meeting as possible and no later than 48 hours prior to the meeting. To request these arrangements, please call 682-6100 (voice) or 7-1-1 (TTY, through Oregon Relay, for persons with hearing impairments).

June 22, 2015

The Lane Transit District Board of Directors has embarked on the search for a new General Manager (GM) and KL2 Connects has been retained to manage the search process. The recruitment plan lays out a plan to identify, recruit, screen, interview and hire a new General Manager no later than November 2015.

The first step in the successful recruitment for a new leader of the Lane Transit District is to identify what makes a successful leader in this unique region. LTD staff has conducted preliminary interviews with Board members, staff and interested community stakeholders. Each was asked to identify the attributes and skills that will result in a successful new General Manager for the Lane Transit District. The results of these initial interviews are summarized below:

* The new GM must value **honesty and openness** in working with the Board, the staff, the community and LTD's working partners. He or she **must value the community** both at a personal level and at a professional level. The successful candidate will have a **dedication and passion** for making public transportation the best community asset possible.

* The new GM must be able to **actively listen** to the Board, the staff, the community and LTD's working partners. He or she must be able to **assess people, situations, and political realities** that are part of LTD's working environment. He or she should be able to **build personal and professional relationships**, and **build collaborative teams** within the community and the organization.

* The new GM must **actively engage** the community, the Board, and the employees in supporting LTD's vision and work. The successful candidate will **support Board and employee development** and **take action** to build and sustain LTD in achieving its mission and its core activities.

* The new GM must be comfortable working in **complex group and political dynamics**; and, have strong **technical skills in the business of public transportation**. He or she must be able to **work successfully** with federal, state & local agencies, **develop and maintain effective relationships** with labor and general staff, be an excellent **negotiator**, have a strong set of **facilitation skills** to aid in finding solutions and be a **strong manager of budgets** and financial resources.

* The new GM must be a leader who **inspires and motivates**. He or she must be a **good listener** who approaches conversation with a **collaborative and open attitude**. **Flexibility and an openness to alternative approaches** is critical to success as the new GM. **Strong communication** skills in all forms are vital as is a willingness to **collaborate** and a **genuine respect for others and their ideas**.