



Lane Transit District

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**LANE TRANSIT DISTRICT
BOARD OF DIRECTORS
SPECIAL MEETING BY CONFERENCE CALL**

**Thursday, July 2, 2015
10:00 a.m.**

**LTD CONFERENCE ROOM
3500 E. 17th Avenue, Eugene
(off Glenwood Blvd.)**

No public testimony will be heard at this meeting.

[This meeting will be held via telephone conference. A speaker telephone will be available to the public in the conference room of the District.](#)

A G E N D A

I. ROLL CALL

Nordin _____ Grossman _____ Gillespie _____ Yeh _____
Wildish _____ Pierce _____ Necker _____

II. CALL TO ORDER

III. APPROVAL OF KL2 CONNECTS GENERAL MANAGER LEADERSHIP PROFILE

The purpose of this meeting is to approve the final leadership profile for the next general manager of LTD.

PROPOSED MOTION: I move the following resolution:

LTD Resolution No. 2015-028: It is hereby resolved that the Lane Transit District Board of Directors approves the KL2 Connects General Manager Leadership Profile.

Attachments: KL2 Connects General Manager Leadership Profile

IV. 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).

KL₂Connects::LLC

LTD Organizational Assets and General Manager Leadership Profile

June 25, 2015

KL2 Connects is pleased to present this Organizational Assets and GM Leadership Profile, which was derived from input we received in numerous meetings with LTD Board members, LTD staff, and key community stakeholders. This Profile, which will serve as a template for our recruiting efforts, emphasizes LTD's key assets and further outlines the skill set, personal and professional attributes, and transit industry experience an incoming General Manager will need to succeed.

Upon approval of this Profile by the LTD Board of Directors, KL2 will (1) immediately develop and deploy position ads for national exposure, (2) supplement those ads with additional networking and outreach efforts, (3) share the Profile with promising applicants as they emerge, and (4) employ the Profile as a thorough screening and evaluative tool.

In advance of finalist interviews at LTD's location (anticipated for September 2015), KL2 will assist and work closely with the LTD Board and its designated staff to prepare all required materials for this critical evaluation process.

LTD's Organizational Assets

- Winner of APTA's *Best Mid-Sized System Award* for 2014
- Healthy transit organization with dedicated funding
- History of developing and providing progressive transit services
- Transit services integral to long-term community vision
- Talented, committed staff that are highly invested in LTD's mission
- Positive labor/management relationship providing strong base to build upon
- Committed Board of Directors wanting to work in partnership with General Manager
- Vibrant and highly engaged communities
- Strong education system (University of Oregon and Lane Community College)
- Temperate climate, beautiful setting with easy access to rivers, ocean, and mountains

LTD's Ideal General Manager must...

- Be passionate about public transportation and its value to the community.
- View the LTD General Manager position as "the best job in town!"
- Bring positive energy and a palpable and infectious enthusiasm to the role.
- Work to further develop, achieve, and sustain LTD's mission and core activities.
- Build upon LTD staff's existing commitment to that mission.
- Be a dynamic leader with the ability to inspire and motivate.
- Be humble, yet confident, decisive, and effective.
- Be a strong communicator in all forms.
- Foster a culture that supports internal and external communication and engagement.

- Value honesty and openness with the Board, staff, communities, and LTD's working partners.
- Be a good listener who approaches conversations with a collaborative and open attitude.
- Ask the right questions in order to achieve greater understanding.
- Understand the people, situations, and political realities that comprise LTD's environment.
- Value LTD's constituent communities at a personal as well as a professional level.
- Develop strong collaborative relationships within LTD and with those communities.
- Actively engage the community, the Board, and staff in supporting LTD's vision and work.
- Be comfortable and effective working amidst complex, politicized community dynamics.
- Understand and value that the region is "process-addicted."
- Be patient with those processes and strive to achieve their greatest value.
- Be flexible, open to alternative approaches, and willing to partner on decisions.
- Improve the perception of LTD as a collaborative partner.
- Be willing to share credit for LTD's successes with staff and working partners.
- Recognize that LTD is a valuable asset that needs to be shared and promoted.
- Consistently and successfully promote the agency's message across all audiences.
- Be aware, mindful, and respectful of LTD's history.
- Embrace LTD's vision for the future and commit to fulfilling it.
- Assist the Board of Directors in developing that vision.
- Partner with the Board to develop and achieve the agency's goals.
- Support the development of a cohesive Board that employs the strengths of each member.
- Keep Board members well informed.
- Passionately support staff growth and development and value their contributions.
- Effectively build a team comprised of both long-tenured employees and newly-hired staff.
- Develop and build upon the good relationship between labor and management.
- Bring to LTD strong negotiation, facilitation, and problem-solving skills.
- Be a strong manager of budgets and financial resources.
- Be able to work successfully with federal, state, and local agencies.