



LANE TRANSIT DISTRICT BOARD OF DIRECTORS SPECIAL MEETING

Wednesday, October 06, 2021
4:30 – 5:30 p.m.

VIRTUAL MEETING

Zoom details for provided on the web calendar at www.LTD.org.

Watch live on channel 21 or via link: <https://metrotv.ompnetwork.org/>

No public testimony will be heard at this meeting.

AGENDA

ITEM	Time	Page
I. CALL TO ORDER	4:30 p.m.	
II. ROLL CALL <input type="checkbox"/> Caitlin Vargas (President) <input type="checkbox"/> Vacant <input type="checkbox"/> Don Nordin (Treasurer) <input type="checkbox"/> Emily Secord (Secretary) <input type="checkbox"/> Michelle Webber <input type="checkbox"/> Vacant <input type="checkbox"/> Susan Cox		
III. COMMENTS FROM BOARD PRESIDENT <i>This agenda item provides an opportunity for the Board president to formally communicate with the Board on any current topics or items that may need consideration.</i>		
IV. COMMENTS FROM THE GENERAL MANAGER <i>This agenda item provides an opportunity for the general manager to formally communicate with the Board on any current topics or items that may need consideration.</i>		
V. ANNOUNCEMENTS AND ADDITIONS TO AGENDA <i>This agenda item provides a formal opportunity for the Board president to announce additions to the agenda, and also for Board members to make announcements.</i>		
A. TRANSPRO EXECUTIVE SEARCH PRESENTATION: <i>Materials Provided as a Handout</i> [Mark Johnson] Action Needed: Discussion	4:35p.m.	
VI. ADJOURNMENT <i>To request a reasonable accommodation or interpreter, including alternative formats of printed materials, please contact LTD's Administration office no later than 48 hours prior to the meeting at 541-682-5555 (voice) or 7-1-1 (TTY through Oregon Relay).</i>	5:00 p.m.	

Executive Recruitment Services: General Manager

TransPro Executive Placement, LLC

October 6, 2021





Introductions: Project Team



Mark Aesch
Principal-in-Charge



Mike Setzer
Project Manager



Jennifer Johnson
Executive Recruiter



Ehren Bingaman
Senior Advisor



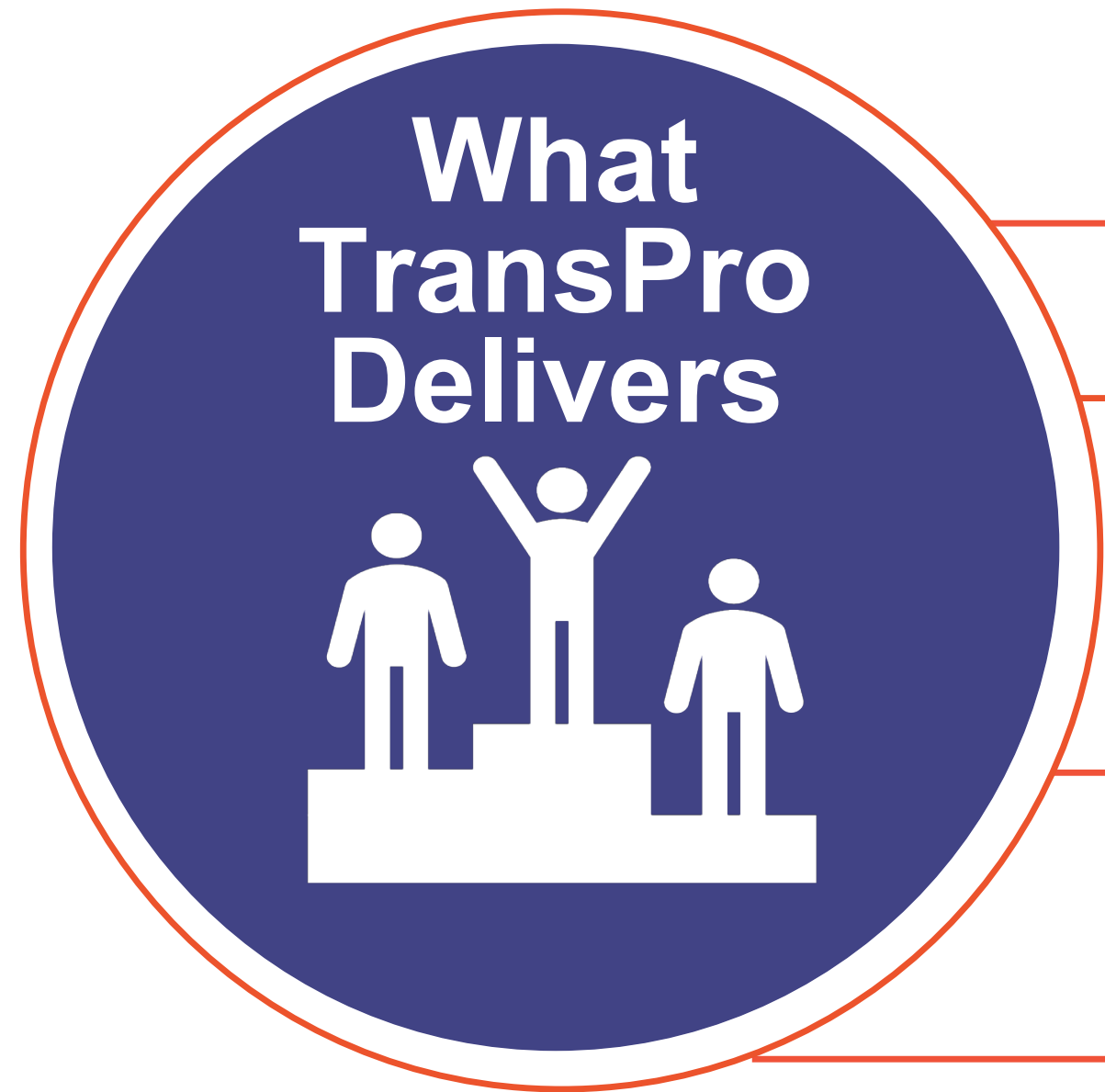
Amanda Skeene
Project Analyst



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- 3 | Project Approach
- 4 | Proposed Schedule

1 | Introduction To TransPro



Industry-Leading Transit Experience

- ✓ Experience with Lane Transit District and with more than 40 transit agencies across the U.S.

Strategic Alignment

- ✓ Clarity around what success looks like

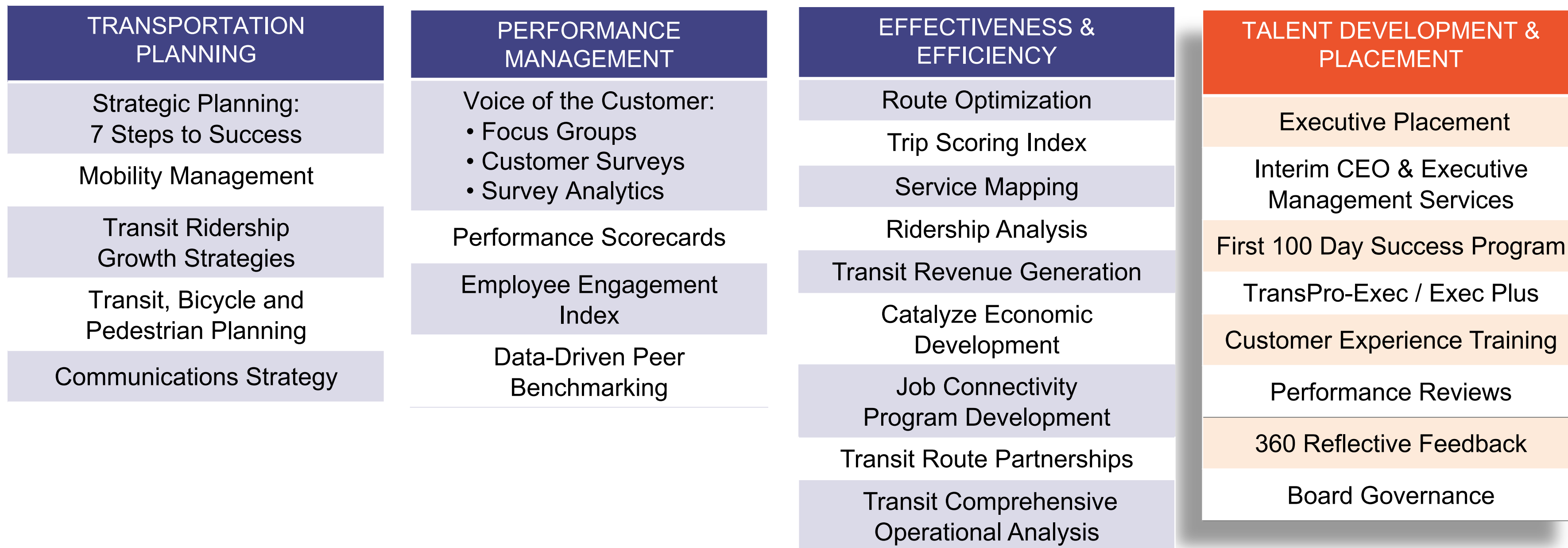
Performance Management

- ✓ Data-driven approach
- ✓ Clear definitions of success

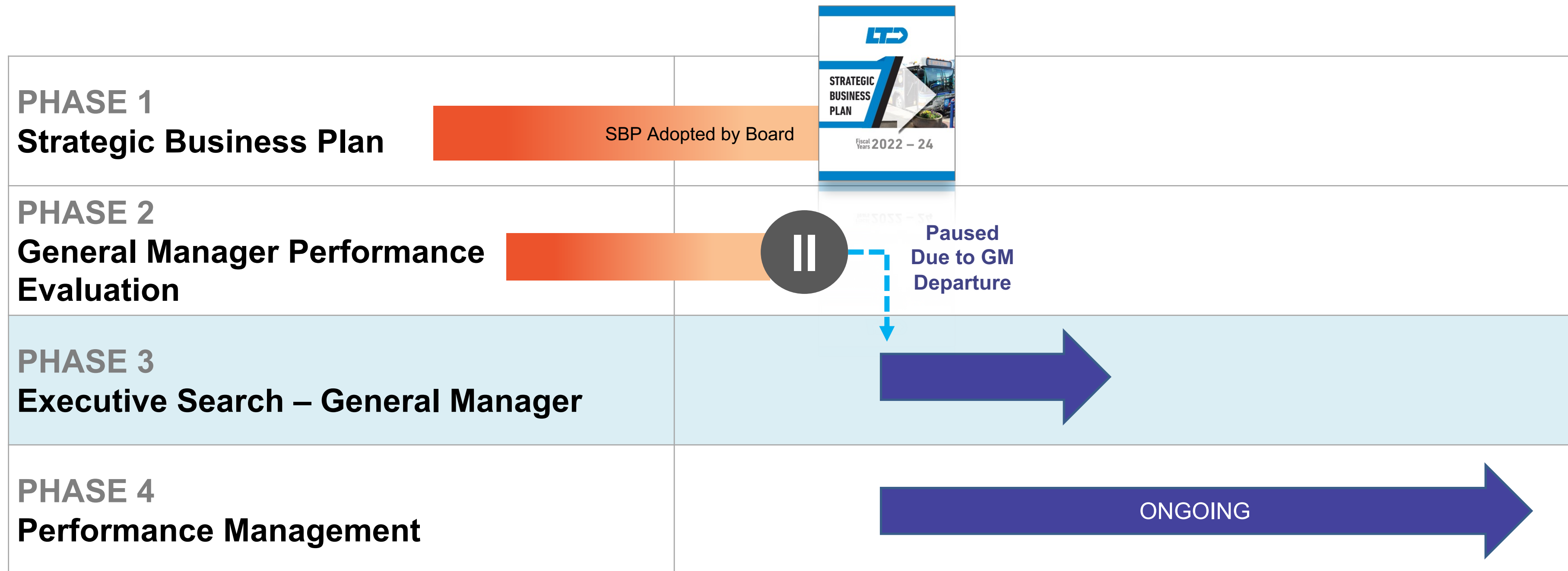
Outcomes-Based Strategic Planning

- ✓ Defined path for implementing high-priority recommendations

Leading Organizational Transformation

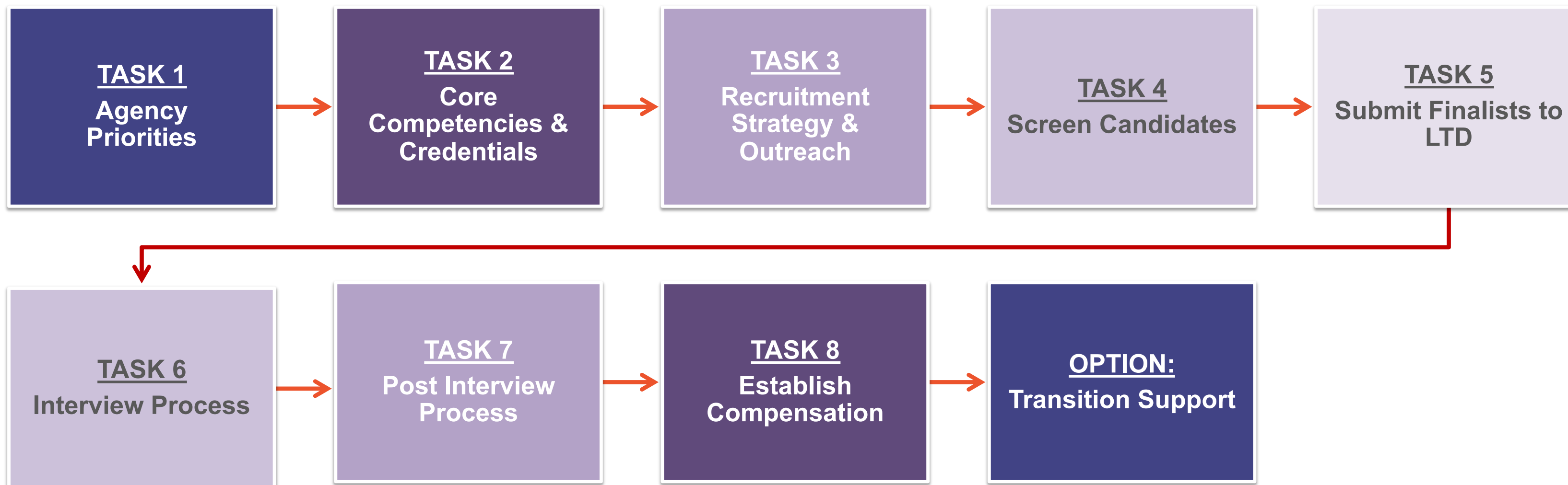


2 | Context & Background



3 | Project Approach

Our approach to recruitment of qualified candidates ensures that we achieve alignment with Executive Management in order to deliver the most suitable individuals with the right mix of experience and skills.





We Know Executive Placement

We've successfully placed multiple candidates in senior leadership positions in transit agencies across the country.





TransPro in Action

- Search for a General Manager
- Established agency priorities
- Recruited and screened qualified potential candidates
- Facilitated interviews
- Provided guidance on compensation
- Aggressive timeline, TransPro helped fill the position in **less than 90 days**.

- Search for a Chief Operating Officer
- Schedule adherence – biweekly cadence with Board
- Diversity of candidates...diversity of experiences
- Understand agency values – ensure that **the first batch is the right batch**
- Expedited timeline



Rock Region
METRO





TransPro in Action

- Search for Vice President/Executive Director of Maintenance and Infrastructure
- Long Beach Transit (LBT)
- Encouraged to identify candidates beyond the transit industry: **focus on values** and spirit by which they approach work
- Developed a job description and interview questions
- Advised on final candidate selection and compensation



4 | Proposed Schedule

TASK		Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16
1	Agency Priorities	█															
2	Core Competencies		█														
3	Recruitment Strategy		█	█													
4	Screen Candidates			█	█	█	█										
5	Submit Finalists						█	█	█	█	█						
6	Interviews										█	█	█	█			
7	Post Interviews														█		
8	Establish Comp															█	█

Questions?

Thank You.

We look forward to the
opportunity to collaborate and
succeed with you on this project.

Mark R. Aesch

Chief Executive Officer

TransPro Executive Placement, LLC

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