



Stakeholder Feedback

Sound Transit CEO Recruitment

Stakeholder Engagement Process

Stakeholder Identification

- Tribal Nations
- Transportation Policy/Advocacy Organizations
- Business Partners
- Labor
- Community Based Organizations
- Industry Partners
- Internal Staff/Employees
- Others (including government, associations, community partners and the disability community)

Stakeholder Outreach

- ✓ Townhall-style meetings scheduled with ERGs, leadership teams, COP and other stakeholders
- ✓ Surveys
- ✓ Follow-ups offered

Skills, Attributes and Values

Skills

- Visionary Leader
- Holds people accountable
- Empowers others to lead
- Solutions-oriented problem solver

- Acts with restraint
- Operates efficiently
- Sees the big picture

Attributes

- Adaptable
- Willingness to grow
- Sincere
- Inclusive; treats all equally and fairly
- People person

- Lead without an ego
- High emotional intelligence
- Innovator
- Bold and brave, not reckless

Values

- Equity
- Integrity
- Honesty
- Respect for others and their opinions

- Sensitivity to region's diverse communities
- Customer-focused
- Collaborative
- Transparent

Experience and Vision

Leader who creates a regional vision...

Spearheads a Single Vision

- Is a visionary for the future of the region and understands ST's impact on future generations
- Clearly defines ST as an operating entity that moves people and connects region
- Demonstrates a rider/community-centric perspective

Coalition Builder

- Unifier
- Knows and understands the region, communities, culture, values, issues, ways to engage and solve problems
- Has the expertise to navigate ST relationships at the local, state and national levels
- Has the experience to partner with ST Board and elected officials
- Can push back and stand firm in maintaining regional system focus

Build on Agency Successes

- Proven track record
- Navigate and deliver solutions to complex problems in the region
- Does not disrupt the current progress that has been made
- Maintains continuity established by current leadership
- ST has smart, capable, clever people. Empower them and put the structure in place to allow them to do great work. Create space for them to express their ideas and thoughts

Selection Criteria for Next CEO

1. What skills, attributes and qualities should the next CEO have?
2. What professional experience should the next CEO have?
3. Is there a preference for national vs. regional experience?
4. What type of leadership is needed for the next CEO to be successful?
5. What does success look like for Sound Transit under the next CEO?
6. How important are project delivery, transit operations, finance, board relations, customer service, or political skills?
7. Are there other criteria you would like included in selecting the next CEO?

K&A

ESTABLISHED 1971

For additional information please contact:

Gregg Moser

(301) 654-7533

gmoser@kapartners.com

7101 Wisconsin Avenue
Suite 1210
Bethesda, MD 20814

kapartners.com