

Stakeholder Feedback

Sound Transit CEO Recruitment

Established 1971

Stakeholder Engagement Process

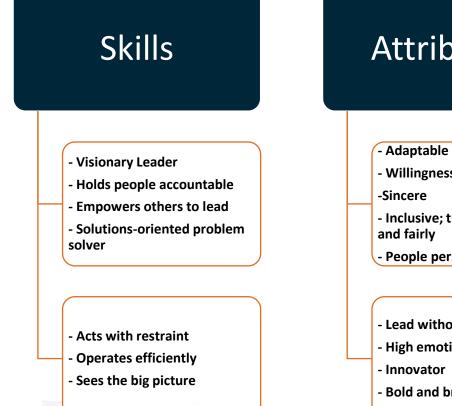
Stakeholder Identification

- 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

Stakeholder Feedback **Skills, Attributes and Values**



Attributes

- Willingness to grow
- Inclusive; treats all equally
- People person
- Lead without an ego
- High emotional intelligence
- 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

Stakeholder Feedback Experience and Vision

Leader who creates a regional vision...

Spearheads a Single Vision	Coalition Builder	Build on Agency Successes
 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 	 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 	 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?



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