

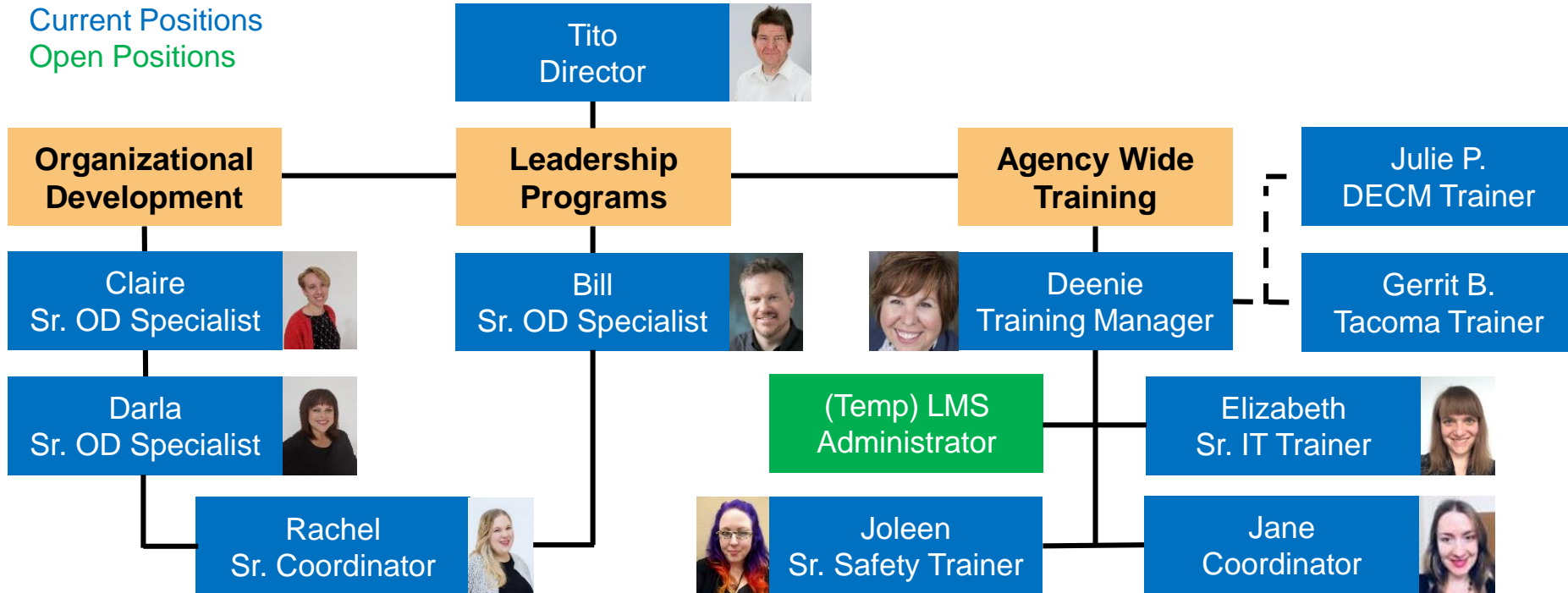
The background image is a dark, blue-tinted photograph of the front of a bus. A wheelchair lift is extended from the front of the bus. The bus has a wheelchair symbol on the top left of the windshield. The number '9643K' is visible on the right side of the bus. The overall scene is dimly lit, suggesting an early morning or late evening setting.

# Leadership at Sound Transit

HR - Learning & Capability

# Learning & Capability Team

Current Positions  
Open Positions



# Learning & Capability Services

## Organizational Development

- Succession Management
- Mentoring Program
- Career Development
- Team Effectiveness
- Project Chartering
- Coaching Pools

## Leadership Development

- Leadership Competency Framework
- Internal Leadership Programs
- External Leadership Programs

## Agency Wide Training

- Standard Courses
- IT Training
- Safety Training
- ST University
- eLearning

## ST Leadership Vision

Sound Transit leaders build an inclusive and supportive environment where people continuously grow and consistently deliver their best work for the agency and our community.

# ST Leadership Competency Framework

**ST Values:** Collaboration, Customer Focus, Inclusion & Respect, Safety, Quality, Integrity

Audience	Four Core Competencies	People Competency	Change Competency	Performance Competency
<b>Influential Leaders Program</b>	Systems Thinking Equity & Inclusion Emotional Intelligence Servant Leadership	+ Guiding Team Success	+ Adaptability	+ Building Influential Partnerships
<b>People Leaders Program</b>		+ Coaching and Developing Others	+ Facilitating Change	+ Strategic Planning
<b>Senior Leaders Program</b>		+ Delegation and Empowerment	+ Leading Change	+ Driving Execution
<b>Executive Leaders Program</b>		+ Building Organizational Talent	+ Guiding Transformation	+ Establishing Strategic Direction

# ST Learning Framework

New to ST / Role	IC	Manager	Director	ELT
	Onboarding	Onboarding + OG / MEC / Resources		
Internal	Influential Leaders Program	People Leaders Program	Senior Leaders Program	Executive Leaders Program
External	NW Women's LS Academy		Linkage – GILD	
	EnoMAX		APTA Leadership	
	APTA ELP	Eno SEP		
	Eno TMM 1 +2			
	Courses	Courses	Courses	Courses
Agency Wide	Courses for all employees			
	Coaching, Team Effectiveness, Project Chartering, Facilitation, CPI, Mentoring, Career, etc.			

# Internal and External Leadership Programs

	Individual Contributor	Manager	Director	Executive
Internal	<p>Influential Leaders Program (ILP) Fall 2019</p>	<p>People Leaders Program (PLP) Fall 2019</p>	<p>Senior Leaders Program (SLP) Fall 2021</p>	<p>Executive Leaders Program (ELP) Fall 2021</p>
External	<p>NW Women's Leadership Academy</p>		<p>Global Institute for Leadership Development (GILD)</p>	
	<p>EnoMAX Program</p>		<p>Leadership APTA Program</p>	
	<p>APTA Emerging Leaders Program</p>	<p>Eno Mid-Manager Seminar Level 1 + Level 2</p>	<p>Eno Senior Executive Program</p>	

# 29 Participants in external LS 2019

## NW Women's LS Academy

- Chelsea Levy, PEPD

## EnoMAX

- Sarah Bohlen, PEPD
- Rhonda Dixon, COM
- Wit Ekman, DECM
- Ahmed Idrees, OPS
- Rahul Nagalkar, DECM
- Gabe Rukeyser, OPS
- Candace Toth, DECM

## APTA Emerging Leader Program

- Juan Higuera, EXE

## Eno Mid-Manager Seminar

- Ryan Ceurvorst, COM
- Koren Cops, DECM
- Gina Lawrance, DECM
- Soraya Lowry, PEPD
- David Lundeen, SQA
- AJ McGauley, FIN
- Zach Shaner, COM
- Andrea Stuart-Lehalle, COM
- Kathryn Van Sanden, COM

## Eno Mid-Manager Seminar Level II (tbd)

- Applicant 1
- Applicant 2
- Applicant 3

## Leadership APTA

- Linneth Riley-Hall, DECM
- Marie Olson, OPS

## Eno Senior Executive Program

- Lacy Bell, OPS
- Geoff Patrick, COM
- Tracy Reed, DECM

## GILD – Fall 2019

- April Alexander, EXE
- Chad Brown, DECM
- Stephanie Finney, EXE
- Curvie Hawkins, PEPD
- Jon Mihkels, DECM
- Claire Khouri, OPS

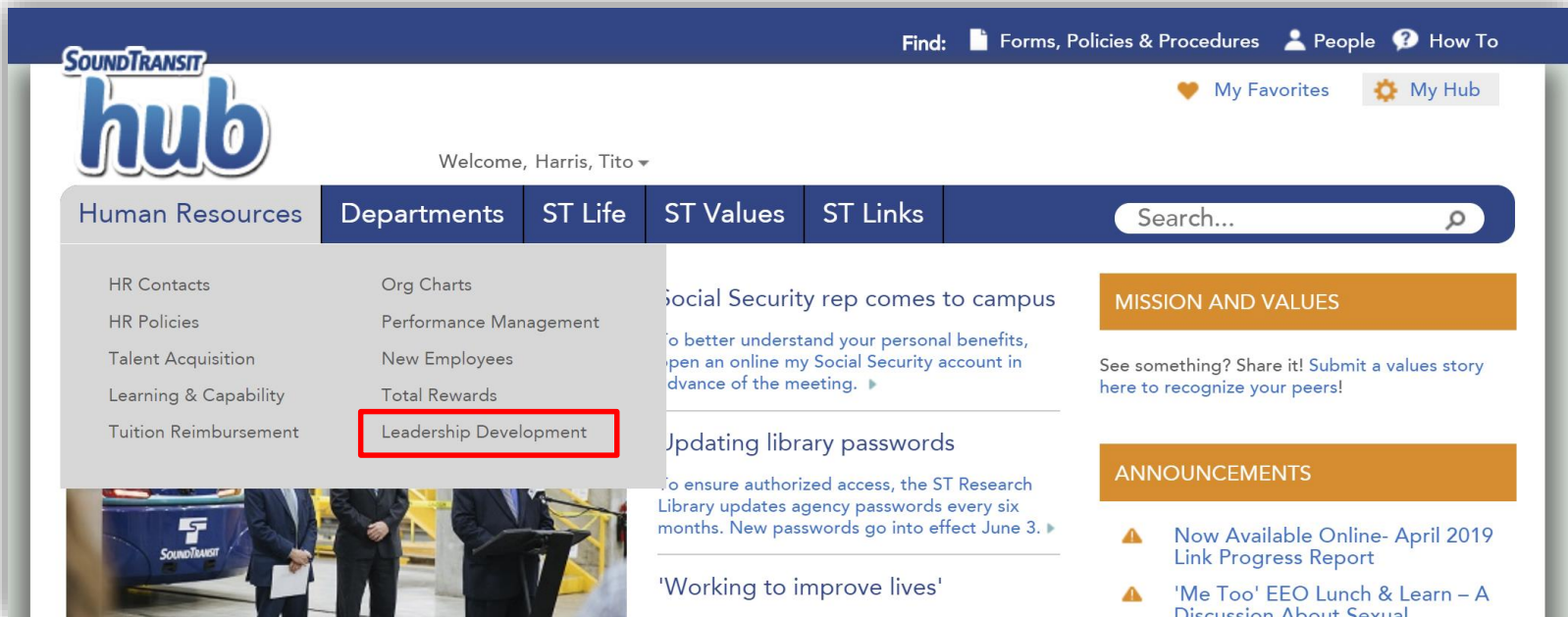


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# hub Site

## hub » Human Resources » Leadership Development



The screenshot shows the Sound Transit hub website interface. At the top right, there is a search bar with the text "Find:" and icons for "Forms, Policies & Procedures", "People", and "How To". Below this are "My Favorites" and "My Hub" buttons. The main navigation bar includes "Human Resources", "Departments", "ST Life", "ST Values", and "ST Links". A search box is also present in the navigation bar. The "Human Resources" menu is open, showing options like "HR Contacts", "HR Policies", "Talent Acquisition", "Learning & Capability", "Tuition Reimbursement", "Org Charts", "Performance Management", "New Employees", "Total Rewards", and "Leadership Development", which is highlighted with a red box. The main content area features a "MISSION AND VALUES" section with a call to action to submit a values story, and an "ANNOUNCEMENTS" section with two items: "Now Available Online- April 2019 Link Progress Report" and "'Me Too' EEO Lunch & Learn - A Discussion About Sexual". A banner image at the bottom shows three men in suits standing in front of a blue Sound Transit vehicle.