

Be prepared!

Here's some questions that supervisors may have prior to approving a training program. Take a look at the questions and answers we've developed below to help you prepare to answer any question that may come up.

1. How does the Eno's TMM Program align with our organization's goals and objectives?

Eno's Transportation Mid-Manager Program aligns with our organization's goals and objectives by equipping leaders like myself with the skills and knowledge necessary to improve our team culture and retention, develop innovative and collaborative solutions, and enhance our ability to access best-practices industry-wide. This ultimately supports our organization's mission to provide efficient, sustainable, and customer-focused transportation services.

2. What are the main topics or modules covered in the program?

The main topics covered in the program include collaborative leadership, effective communications, leading high-performing teams, time-management, leadership and ethics, and conflict resolution. There is also a focus on Diversity, Equity, Inclusion, and Belonging (DEIB) and identifying a variety of leadership styles. Eno also brings leading edge industry insights on transportation trends at the organizational and mid-manager levels.

3. What is the background and experience of the team leading the program?

Since 1999, Eno's professional development programs have garnered renowned acclaim for their unparalleled quality and transformative impact. These legacy programs have garnered the highest esteem from the industry, agency CEOs, senior staff, and the participants. The program is led by a team of learning professionals with deep policy expertise, experience with transportation operations and management, and over 60 years of combined experience in adult pedagogy and the crafting of potent leadership curricula.

Eno's Professional Development Programs (PDP) team is responsible for designing, developing, and delivering leadership training programs that are relevant and specific to transportation workforce needs. In addition to the Mid-Manager Program, PDP provides ready-to-apply training for a wide range of industry learners, from future leaders, who have just completed graduate degrees; to managers responsible for the day-to-day operations and team leadership; and to senior leaders and executives who are currently running transit agencies. In total, several hundred learners, lecturers, learning partners,

and key stakeholders participate in the professional development programs each year. The overarching mission of Eno's PDP is to improve the people-readiness of a skilled workforce, leadership development, and innovation for the transportation industry.

4. What is the duration of the program, and how will the employee's absence be managed during that time?

The duration of the program is one week, with some pre-and post-virtual sessions. To manage my absence during this time, a coverage plan will be implemented to delegate tasks and responsibilities, maintain communication, and ensure a smooth transition upon their return. [See [Sample](#)]

5. What are the costs associated with attending the program, including tuition fees, travel expenses, and accommodation?

The total cost to attend the program encompasses the tuition fee of \$5,200 and additional expenses for travel and accommodation. The tuition includes most meals—breakfast, lunch, and light snacks—plus a special pre-graduation reception. It also covers the costs of a comprehensive 360-degree leadership assessment, post-course coaching webinars, and peer-to-peer coaching and networking sessions.

Accommodation costs are separate from the tuition fee. Eno arranges for competitive hotel rates at quality establishments, all rated at least 3 stars and centrally located in vibrant areas with easy access to transportation. After being selected for the program, participants will receive a link to book their hotel stay directly.

6. How will you apply the knowledge and skills gained during the program within our organization, and what support or resources will they need?

I will apply the knowledge and skills gained during the program within our organization by implementing best practices, developing strategic plans, and fostering collaboration among team members. [Consider [a post-training action plan](#).]

7. How does the program ensure that participants are up-to-date with the latest developments and news in the transportation sector?

The Eno Center for Transportation (“Eno”) is the national leader regarded as the go-to source for quality research, relevant policy analysis, and exclusive professional development programs dedicated to the transportation industry.

The leader in its field for nearly a century, Eno provides government and industry leaders with timely research and an independent voice on policy issues. Eno Transportation Weekly (ETW), a publication in circulation for almost two decades, serves as the primary federal transportation policy resource for leaders nationwide. Eno's extensive network of transportation industry leaders, combined with its dedicated staff and reputation for credible, independent, and impactful work, further enhances its ability to keep participants informed about the latest industry developments.

8. What networking opportunities or professional connections will the employee gain by attending the program, and how can these benefit our organization?

The networking opportunities and professional connections gained by attending the program include interactions with other transportation professionals and experts. These connections can benefit our organization by fostering collaboration, knowledge sharing, and access to new resources, ideas, and partnerships.

Participants also become Lifetime Eno Alumni Association members, including access to exclusive Eno member benefits and discounts and a 6-month complimentary membership to the highly coveted Eno Transportation Weekly (ETW), the premier transportation publication covering legislative and regulatory industry news, written by the renowned Jeff Davis, an Eno Senior Fellow.