

Transportation Senior Executive RFP Questions and Responses

Does the \$80,000 annual fee for the full cohort (36 participants/3 facilitators) include Phase I curriculum adaptation and materials development in Year 1, or should that be scoped and priced separately from the recurring delivery fee?

The \$80,000 annual fee should include the adaptation of existing curriculum and materials that the consultant already has available. Eno is not seeking new curriculum development. Curriculum adaptation and materials should be included together as part of the annual fee.

Who selects, administers, and pays for the 360-degree assessment? Is it provided or licensed by Eno, or does the contractor need to include assessment licensing and administration within the fixed price?

The Eno team purchases, facilitates and administers the 360 assessment. We utilize Custom Insight's Focal360.

Is there a target number of individual coaching sessions per participant, pre- and/or post-course, or is that left to the contractor's proposed approach within the fixed fee?

Each participant should have a minimum of one pre or post-course coaching session. The Eno team will take into consideration the contractor's thoughts on what they believe will be the most effective and beneficial for the cohort.

Beyond the April 5-9 delivery week, does the fixed fee need to cover contractor travel for any in-person Phase I planning or coordination trips, or is that work expected to be conducted remotely with Eno staff?

Pre-and post-course planning, coaching and webinars are conducted virtually, so no additional travel is required outside the program week.



The RFP asks for a single combined PDF but also notes that cost information should be "a separate volume so it can be detached." Should the cost proposal be a separate PDF uploaded through the same form, or a separately paginated section within the one combined PDF?

Please provide as a separate section within the combined PDF.

Does the required conflict-of-interest disclosure count toward the 10-page limit, or is it treated like resumes, attached and non-counting?

It is non-counting.

For scoping purposes, has the TSE cohort in recent years run closer to the 36-participant maximum or the 28-participant threshold?

The program has run closer to the 36-participant maximum.

Karen's email identified October 9, 2026 as the new deadline for the TSE RFP but the attached RFP states October 12, 2026 as the new deadline. Please confirm which deadline for our planning purposes.

The deadline is Monday, October 12th.

Is Eno looking for the contractor to bring and administer their own validated 360 tool or will Eno be providing a standardized instrument?

The Eno team will administer and facilitate the 360-assessment process. We use Custom Insight's Focal360. Our team has a curated set of questions that will be utilized exclusively for the program.

Can Eno share themes from recent TSE participant evaluations regarding afternoon fatigue or other past module feedback that may be relevant?

Recent participant evaluations have reflected strong ratings for experiential learning opportunities, including simulations and interactive activities. Participants have also responded positively to modules that emphasize practical application, real-world situations, and case studies. These types of learning experiences provide opportunities for participants to actively engage with the content and with one another, which can be particularly valuable during afternoon sessions.



Is Eno open to the contractor recommending or introducing VIP speakers for consideration?

Yes! We welcome recommendations.

What, if any specific access or involvement has Metro-North or MTA offered so far (e.g., tour of Grand Central dispatch operations, MTA executive panel, etc.)

MTA is the official host agency for the 2027 TSE program and is partnering with Eno through its alumni network. We anticipate opportunities for participants to engage with MTA leadership, including a potential appearance by MTA's CEO, who is a TSE alumnus. A site visit or tour is also planned, with Grand Central Station being the likely location.

How flexible is the daily schedule for offsite experiential learning?

There may be some flexibility, particularly if an alternative approach provides added value for the cohort and makes sense from a logistical, financial, and organizational standpoint.

What is the anticipated mix of participants for the 2027 cohort across transit authorities, state DOTs, federal agencies, and private sector partners?

Most participants are expected to come from transit agencies, with additional representation from federal agencies, private-sector organizations, and consultants. At times, we may also have participants from urban planning organizations and nonprofit organizations.

At what registration count and approximate date will Eno make the final determination between the two facilitator model and three facilitator model?

Our team will have a good indicator of our registration numbers by January 15, 2027. A definite deadline for confirmation will be negotiated via the contract.