



Metro

August 16, 2011

TO: BOARD OF DIRECTORS

THROUGH: ARTHUR T. LEAHY *by [signature]*
CHIEF EXECUTIVE OFFICER

FROM: *Michelle Lopes Caldwell*
MICHELLE LOPES CALDWELL
CHIEF ADMINISTRATIVE SERVICES OFFICER

SUBJECT: TRANSPORTATION EXCHANGE TRAINING PROGRAM (MAX)

ISSUE

Metro will join with Denver Rapid Transit District (RTD) and Dallas Area Rapid Transit (DART) to offer a unique transportation learning opportunity. Each agency will send eight high potential management employees to participate in the Multiple Agency Exchange (MAX) Program.

MAX is one of several new programs being developed by Metro to prepare current employees to step into leadership roles that will be vacated due to anticipated generational turnover during the next 5 -10 years. This effort is an important step toward achieving budget theme #6: Prepare Tomorrow's Workforce Today.

MAX will be a series of four-day learning exchange programs in each of the three cities. Participants will experience the following:

- Receive an overview of agency strategy and structure from the Chief Executive of the host agency.
- Learn about the unique challenges of major capital program developments.
- Learn and share best practices and make connections with peers.
- Tour operating and maintenance facilities, ride the current systems, and tour transit corridors under construction.
- Participate in workshops on challenges faced by all bus and rail transit managers, including employee relations, training and employee development, safety, and security.

MAX is scheduled for the following dates.

Host	Dates
Denver	August 30 through September 2, 2011
Los Angeles	January 17 through 20, 2012
Dallas	April 16 through 19, 2012

We are looking forward to our turn as hosts during the week of January 17 - 20, 2012. This will be a Board Committee week. We hope to include exposure to transit agency governance, including attendance at a committee meeting in the schedule.

Evaluation of program material and participant feedback will be collected after each training session. If, as anticipated, the program is successful in providing valuable exposure to other transit agencies, we will consider extending it to include other candidates in subsequent years.