Succession Planning and Cross Training

Oregon’s Exodus and Emergence

AASHTO PTC-MTAP Winter Meeting
Marsha Hoskins, Public Transportation Manager
Oregon Department of Transportation
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Oregon’s Ω and Α
Oregon Public Transportation Division (Yikes!)

TRANSIT SECTION

Transit Operations Unit
- Transit Program Assistant
- Grant Manager
- Fund Manager
- Web Manager
- Support Analyst
- Support Analyst
- Support Analyst

Regional Transit Coordinators Unit
- Regional Transit Coordinator
- Regional Transit Coordinator
- Regional Transit Coordinator
- Regional Transit Coordinator
- Regional Transit Coordinator
- Regional Transit Coordinator

Policy Unit
- Program Coordinator
- Program Coordinator
- Program Coordinator
- Program Coordinator
- Program Coordinator
- Program Coordinator

Columbia Gorge Express Manager
So .. What do we do?

Option 1: Curl up in a ball and hope things work out
So...What do we do?

Option 2: Figure it out!
Strategies:

• Rotation/Development
• Work Plans and Curriculum
• Resource Guide
• Retiree Assignments
• Broader Recruiting
Lessons Learned:

- Documentation
- Partners are key
- Planning for the future
- Keep it fresh
Change is the only constant, so if we...

...we can lead through it rather than be unprepared.
Thank you.

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