Succession Planning & Cross Training

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November, 2017
Some days in the office...
What I walked into…

• 4 different PT managers in the last 6 years, each one hated more than the last (internally and externally)

• Hiring freeze in effect (unless filling existing) since 2014

• While 5 people work on transit, only one of them is 1.0 FTE (and it isn’t me) [0.7 + 1.0 + 0.3 + 0.3 + 0.2 = 2.5 FTE]

• No position-specific training; ‘Xerox of a Xerox’ + figure it out for yourself
...oh, and this as well.
Why bother?

- Generational knowledge gaps filled & knowledge shared
- Maintain existing working relationships with departments
- Fresh blood = survival
- Cuts down on overburdening
- New perspectives introduced
- Quit reinventing the wheel!
Let’s share some solutions today.
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