

Management Development Program & Future Leaders Club

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2010 BUS & PARATRANSIT CONFERENCE

Looking Ahead...Beyond 2010

Who will be RTA leaders in...

2020

2030

2040

Management Development Program

Goal

To develop cross business, cross functional expertise through rotational positions

Program Overview

- 20-22 month program commitment, which includes a 10-week Orientation program
- Four-Five challenging six-month rotations across GCRTA divisional areas
- Commitment to full time management/leadership opportunities upon successful completion

Organizational Buy In

- Formal steps to succession planning
- Infusion of new ideas and thinking, new skill sets
- Integration and growth of Generation Y employees
- Significant and much needed investment in the future of the organization

Program Benefits

- Commitment to career advancement
- Cross functional, cross business projects
- High visibility with senior leadership
- Continuous training/development and mentoring
- Relationship building across all levels of the organization

Recruitment/Selection

- Recruitment primarily of recent college graduates (Bachelors/Masters level)
- Academic excellence: GPA of 3.25 or above, internships, extracurricular participation
- Demonstrated analytical, critical thinking, leadership skills

Recruitment/Selection

- Tour of colleges/universities, internal employees, & Northeast Ohio candidate pool
- 2nd round: Case Study Analysis, individual & group oral/written presentations with focus on key leadership competencies

MDP First Class



MDP Success Story

The logo consists of the letters 'NTM' in a bold, red, sans-serif font. The letters are stylized with a slight slant and a thick, uniform stroke. The 'N' and 'M' have a distinctive shape with a small gap at the top. The 'T' is a simple, blocky letter. The entire logo is centered within a white rectangular area.

FUTURE LEADERS CLUB

Mission

The Greater Cleveland Regional Transit Authority's Future Leaders Club will provide professional development opportunities, career guidance, and networking opportunities to emerging leaders within the organization.

Professional Development Seminars

- Offered once per month during the lunch hour, started in November 2009, averaging 20 attendees per seminar
- Speakers included RTA leadership as well as external business leaders from Northeast Ohio and Canada!

Professional Development Seminars

- Topics have included:
 - Leadership in Public Transit
 - Budget Workshop
 - Goal Setting
 - Four Generations in the Workplace
 - Professional Development in a Changing Environment
 - Colors Profile (Personality Profile)

Marketing

- FLC website (flc.riderta.com)
- FLC Facebook Fan Page
- FLC e-mail address (FLC@gcrta.org)
- Promotional flyers advertising each seminar
- Note: FLC operates with no budget

MDP Outcomes & Future

- Placement into positions with leadership, career growth and succession, and high organizational impact
 - HR Performance Specialist
 - Operations Performance Leader
 - Budget Management Analyst
- Currently recruiting for 2nd MDP Class