



# Organizational Development Plan Wichita Area Metropolitan Planning Organization (WAMPO) 2015 – 2017

*Approved by the WAMPO Transportation Policy Body on June 9, 2015.*

## I. Introduction

In fall, 2014, the Transportation Policy Board (TPB), representing 21 member communities and other partners in the WAMPO region, initiated a process to develop three-year priorities for the organization. This process included:

- consultation with over 100 stakeholders through eight separate focus groups;
- documentation of stakeholder feedback and identification of recurring themes;
- development of draft foundational documents, including vision, values and mission;
- planning retreats by the Executive Committee to conduct analysis and draft strategic goals and objectives;
- review and comment of a draft Plan by TPB members in a retreat setting; and
- formal adoption of an Organizational Development Plan by the TPB.

The Board intends that this Plan will give clarity and direction to WAMPO leaders and staff, communities, other partners and stakeholders over the next three years.

## II. Vision, Values and Mission

***WAMPO aspires to develop an integrated regional transportation network that safely and efficiently moves people and goods to their intended destinations, and aligns investments in the region's economic and transportation goals.***

In pursuit of its vision, the Board and staff will be guided by these values:

***Fairness*** -- to all member communities and other regional stakeholders in establishing priorities and making high return-on- investment decisions.

***Transparency*** – in openly communicating the when, what, how and why of Board and staff decision making.

***Public engagement*** – actively inviting, listening and considering the ideas of those who have a stake in the agency's decisions.

**Collaboration** – consulting and cooperating with groups to share information and coordinate plans and decisions.

The fundamental purpose of WAMPO in service to its members and the region is:

***The Wichita Area Metropolitan Planning Organization (WAMPO) is the lead independent agency for coordinating priorities for regionally-significant transportation investments in roads, highways, transit, rails, and bicycle and pedestrian facilities. In engagement with its member communities, and state and federal partners, WAMPO supports the region’s economic and transportation goals.***

### **III. Strategic Goals and Objectives**

#### **1. Establish WAMPO as an independent local government organization.**

**Key Objectives:**

- a. Secure appointment of a new Executive Director.
- b. Establish separate administrative support services for the agency and adopt related administrative policies.
- d. Assess the need and opportunities for an alternative fiscal agent and take action accordingly.
- e. Provide regular communication at key stages in the transition process to member communities, and state and federal partners.
- f. Continue activities that develop and sustain trust among member jurisdictions.
- g. Move agency offices to a location outside of Wichita City Hall.

#### **2. Complete required transportation planning projects within established deadlines and assure alignment of plans with metropolitan priorities.**

**Key Objectives:**

- a. Complete and formally adopt the MOVE2040 plan and assure inclusion of performance measures.
- b. Complete and formally adopt the Transportation Improvement Plan (TIP).
- c. Complete and submit the Certification Review.
- d. Adopt the 2016 Unified Planning Work program and budget.
- e. Facilitate regular and substantive stakeholders forums about regional transportation interests and seek opportunities to move toward greater consensus about priorities.

### **3. Adapt metropolitan transportation planning to assure objective measures and accountability with an expanded focus on transit, bicycle/pedestrian, freight, air and rail services.**

#### **Key Objectives:**

- a. Complete a regional mobility study and initiate planning based on the study.
- b. Identify opportunities for partnerships to expand multi-modal transportation planning.
- c. Continue dialogue on a shared, long-term transportation vision for the metropolitan region.
- d. Make resource allocation decisions based on true consensus about regional priorities.
- e. Assure that staff continues to move forward with implementation of federally-required performance measurements.

### **4. Enhance ongoing public dialogue about the WAMPO mission and its value to the region, and develop pathways for public engagement in decision making.**

#### **Key Objectives:**

- a. Schedule regular, on-site updates with the governing bodies of all member jurisdictions about WAMPO programs and activities, including those without municipal public works departments.
- b. Promote on-site forums at different regional sites for stakeholder engagement.
- c. Expand the website and use of social media to maximize public dialogue.
- d. Create a “WAMPO 101” information packet for formal and informal communication about the mission.
- e. Expand formal presentations about WAMPO to community organizations via a speakers’ bureau.
- f. Consider an agency name change that more effectively communicates the transportation mission and regional orientation.

### **5. Expand avenues for public education about transportation needs and the benefit of regional cooperation in establishing priorities.**

#### **Key Objectives:**

- a. Sponsor continuing education events and develop materials to educate members and others on transportation funding opportunities and constraints, current issues emerging innovation, and evolving state and federal requirements.
- b. Expand education opportunities to include economic development partners.
- c. Champion the benefits of a unified regional approach to transportation planning.

## **6. Expand and sustain local, regional, state and national relationships to advance the mission, achieve strategic priorities and leverage resources.**

### **Key Objectives:**

- a. Participate in meetings of state and federal associations of metropolitan planning organizations (MPOs).
- b. Convene regular meetings involving WAMPO leaders, and state and federal partners.
- c. Facilitate dialogue among members to achieve a consensus about regional boundaries, that is, seek a common understanding of a definition of the metropolitan region.

## **7. Strengthen the governance capacity and leadership continuity of the TPB and increase involvement of Board members in contributing to advancement of strategic priorities.**

### **Key Objectives:**

- a. Create a formal TPB member orientation program and related curriculum materials, and provide the program around local government election cycles.
- b. Provide regular opportunities for the continuing education of TPB members.
- c. Reevaluate the TPB's committee structure and revise as needed to maximize engagement of all Board members.
- d. Reevaluate the composition of the TPB to assure adequate representation of all primary stakeholders with specific attention to the Kansas Turnpike Authority and additional private-sector participation.
- e. Adopt written governance and administrative policies.
- f. Achieve consensus on a single definition of "region" and identify the benefits of a unified regional approach to transportation planning.
- g. Establish Board protocols for adoption of an annual budget and responsible oversight of financial condition.
- h. Establish protocols for monitoring and regularly updating WAMPO's Organizational Development Plan.

## **8. Develop staff capacity to achieve and sustain performance excellence and innovation.**

### **Key Objectives:**

- a. Implement strategies to enhance staff retention.
- b. Invest in professional development and networking opportunities for all staff.
- c. Enhance the customer service and non-technical communication skills of staff.

- d. Conduct a human resource workload study to determine what services can be most effectively provided through out-sourcing.

### **Mid-Range Priorities (beyond 2017)**

- Include Turnpike representation on TBP Board.
- Sponsor regular education forums for regional and state policymakers.
- Produce annual reports and “State of the System” reports.
- Consider taking on other regional policy missions beyond transportation.
- Establish WAMPO as the premier “go to” agency known for its transportation expertise and innovation.
- Fully integrate transit, trails, freight and rail into transportation planning.
- Incorporate federal standards of performance measurement into all operations.