

Sector Leadership

Expand opportunities to share the agency’s technical expertise, policy analysis, and planning in order to increase its visibility, solidify its reputation, and expand its opportunity to collaborate with transportation agencies and stakeholders.



Sector Leadership

- Model roadmap and suite of modeling tools
- Internal opportunities to discuss and present knowledge and expertise
- External opportunities to acquire and share knowledge
- Present and promote work



Programs & Services I

Improve project management tools and processes as well as staff members' skill sets to empower staff to better meet MPO goals, provide meaningful transportation planning products, and increase collaboration and job satisfaction.



Programs & Services I

- Agency-wide project management practices and protocols
- Monitoring and support systems
- Project management training
- Coworker and client feedback



Programs & Services II

Increase technical assistance to cities, towns, and other stakeholders for MPO-funded and non-MPO-funded work to broadly leverage staff expertise and capacity.



Programs & Services II

- Current technical needs of cities, towns, other stakeholders
- Expansion plan
- Develop and acquire new business



Governance

Clarify and communicate the role, responsibilities, and authority of the MPO Board members in relationship to the Central Transportation Planning Staff.



Governance

- Rule and role definition
- Expanded and engaged committees
- Board orientation and training
- Board participation and discussion



Organizational Staffing & Structure

Implement an organizational structure that optimizes investment in human resource strategies and support to attract, reward, and retain a highly engaged, visible, and well-regarded workforce.



Organizational Staffing & Structure

- Reporting relationships and office configuration
- Strategy for human resources
- Orientation and onboarding
- Evaluation cycle



Diversity, Equity & Inclusion

Identify, commit to, and work towards best practices in diversity, equity, and inclusion to broaden participation at the agency in a safe, authentic, and genuine way, and to ensure that staff and work products represent the diversity of the communities served by the Boston Region MPO.



Diversity, Equity & Inclusion

- Staff committee
- Training in support of an inclusive work environment
- Expanded Board outreach to diverse populations
- DEI lens on human resource activities
- Pipeline for diverse job applicants



Marketing & Public Presentation

Develop, invest in, and implement communications and marketing strategies that articulate a clear, concise, and compelling mission, vision, and core values to existing and prospective partners and the field.



Marketing & Public Presentation

- Expanded communications capacity
- Communication plans
- Internal and external promotion of work by the staff



Funding & Operations I

Update or elaborate on the fiduciary agent agreement between MAPC and CTPS to clarify and communicate the support to be provided and the roles, responsibilities, and authority of each organization so expectations are understood, and staff at both agencies fully understand and embrace the value provided by each organization.



Funding & Operations I

- Fiduciary agent agreement
- Staff handbook, policies and procedures
- Communication on updated agreement



Funding & Operations II

Expand and diversify revenue by partnering with MAPC and other partners to collaboratively leverage strengths and strategically pursue supplemental foundation or private funding, which may not be independently available to CTPS, to support targeted municipal projects or other contracts.



Funding & Operations II

- Strategy development, best practice definition
- Marketing of technical assistance, illustration of services

