

Management Structures

Metro leadership convene in several ways to address strategic, organizational, and operational issues impacting Metro. The following table highlights the primary leadership forums used in Metro, the purpose of each forum, and direction about how employees can elevate issues to each forum as necessary.

	Department-Wide Leadership Teams			Division Leadership Teams
	Strategic Leadership Team (SLT)	Metro Leadership Team (MLT)	Extended Management Group (EMG)	
Purpose	<p>SLT's focus is future-oriented toward achievement of organizational outcomes. SLT is a working forum to:</p> <ol style="list-style-type: none"> 1. Develop Metro's vision and mission 2. Set goals, objectives and expectations to achieve Metro's vision and mission 3. Develop and manage enterprise-wide strategies to achieve Metro's vision and mission 4. Build organizational capacity to implement Metro's strategies 5. Monitor progress on Metro's goals and desired outcomes 6. Navigate internal/ external issues, including: legal, resource, political and reputational 7. Make strategic and organizational decisions 	<p>MLT's focus is maximizing Metro's capacity and capability. This team manages operational performance by implementing decisions with allocated resources. MLT is a working forum to:</p> <ol style="list-style-type: none"> 1. Manage Metro's performance and organizational capacity 2. Establish operational policies 3. Make operational decisions 4. Advocate for division issues and needs 5. Navigate internal issues, including financial, labor, performance and structural 6. Develop division-led initiatives, milestones, and associated work programs 	<p>EMG is a communication forum to:</p> <ol style="list-style-type: none"> 1. Underscore Metro's foundational principles: Equity and Social Justice, Safety, Sustainability 2. Relay and discuss information about organizational: <ol style="list-style-type: none"> a. priorities b. issues c. outcomes d. performance 3. Inform organizational and operational decision-making 	<p>Division leadership teams focus on maximizing divisional capacity and capability. These teams manage divisional performance by implementing decisions with allocated resources. Division leadership teams:</p> <ol style="list-style-type: none"> 1. Inform operational and cultural issues within their own divisions 2. Bring and discuss recommendations 3. Consult with and problem-solve management issues
Decision Making	<p>SLT decisions have enterprise-wide impact and generally meet at least one of the following criteria:</p> <ul style="list-style-type: none"> • Carry potential high risk • Require a big shift in resources • Carry potential political or reputational consequences • Alter our established strategies/priorities • Is critical to successful achievement of our strategies/priorities • Are difficult to implement 	<p>MLT decisions do not always have enterprise-wide impact. They focus on successful deployment of Metro's strategies/priorities.</p>	<p>EMG is not a decision-making body. It is a forum for sharing organizational information that should be cascaded down into attendees' respective work groups.</p>	<p>Division leadership team decisions are focused on the deployment and management of resources, and implementation of established strategies/priorities.</p>
Owner/ Convener	Michelle Allison	John Resha	Lisa Voight	Division directors
Participants	<p>General Manager Deputy General Manager Chief of Staff AGM for Employee Services AGM for Finance & Administration AGM for Strategy & Partnerships General Counsel—PAO Capital Division Director Mobility Division Director Organization Development Manager</p>	<p>SLT members EEO/ Equity & Inclusion Manager Safety and Security Managing Director Metro Transit Police Major Rail Division Director Marine Division Director Bus Ops Division Director Vehicle Maintenance Division Director Transit Facilities Division Director</p>	<p>MLT members Deputy Division Directors Section Managers Representatives as proposed by Division Directors</p>	Division leadership
Frequency	Twice weekly	Every two weeks	Monthly	Varies by division
How employees can access leadership teams	Employees should elevate issues through their work unit as directed by their managers/director. As appropriate, division directors will elevate issues beyond their division through John Resha (for MLT discussion) and/or Michelle Allison (for SLT discussion).			