

SACOG STRATEGIC PLANNING COMMITTEE – May 12, 2025

ATTACHMENT C: EXECUTIVE DIRECTOR LEADERSHIP GOALS & RELATED 2025 WORK PLAN OBJECTIVES	
Executive Director Leadership Goal	2025 Executive Director Work Plan Priorities
(1) Effectively engage the board in SACOG’s work plan, implementation of the strategic plan and key project priorities.	Engage SACOG board through design of board meeting agendas, development of board workshops, one on one meetings with board members as needed and the pre-Cap to Cap tour to Northern Virginia.
(2) Strengthen and deepen relationships with key partner agencies, local stakeholders and community- based organizations across the region.	One on one meetings with every city manager and county executive are being scheduled for 2025. Executive Director is increasing external meetings and overall engagement of both partner agencies and CBOs. Continue regional managers meetings to provide regional forum for city managers and county executives.
(3) Tee up tough regional conversations with transparency and clarity.	Development and approval of the 4-county STIP transportation funding program (including the regional set-aside), and transit funding issues generally (including SB125 allocations) were the first challenging regional conversation for 2025.
(4) Champion triple bottom line goals - equity, economy & environment - and translate them into decisions, policies and action.	Upcoming opportunities including embedding triple bottom line goals in the 2025 Blueprint, ensuring the success of Mobility Zones and EEI grants, and a program evaluation framework to prioritize racial equity & community engagement.
(5) Build regional trust through understanding of uniqueness of rural, suburban and urban differences as well as making connections among communities.	Continue to hold board meetings in offsite locations. Hold at least one tour connected to an offsite board meeting (planned for Sacramento County on June 12). Engage in external events and meetings throughout the six-county region.
(6) Provide leadership and support for the development of SACOG staff and strengthening of staff culture.	Executive Director is working with Deputy Executive Directors on annual staff engagement survey, along with providing more in-person staff engagement opportunities, an offsite staff retreat later this summer and orientation meetings with newer hires at the agency. SACOG has a staff-led team that takes the lead on the development of regular staff engagement opportunities.