
Program Objectives

The WASHTO Emerging Leaders Program is designed to increase the leadership skills of high-performing employees who aspire to senior positions in transportation agencies.

The program has five goals:

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1. To improve leadership skills and knowledge
 2. To provide training for future leaders
 3. To build team-building skills
 4. To provide networking opportunities with people in other WASHTO states
 5. To provide mentors to help the emerging leaders grow and succeed in their careers
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Participating states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, and Wyoming

Program Contacts

WASHTO Executive

Brian Ness
(208) 334-8807
Brian.Ness@itd.idaho.gov

Executive Assistant

Beth Schiller
(208) 334-8807
Beth.Schiller@itd.idaho.gov

Chief HR Officer

Brenda Williams
(208) 334-8010
Brenda.Williams@itd.idaho.gov

Training Manager

Tony Loomer
(208) 334-8496
Tony.Loomer@itd.idaho.gov



**Your Safety • Your Mobility
Your Economic Opportunity**

Idaho Transportation Department
3311 W. State Street
P.O. Box 7129
Boise, ID 83707-1129



WASHTO

**Emerging
Leaders
Program**

2018 - 2020

Program Overview



PRE-WORK

- Whole Life Inventory
- Potential Career Derailers
- Individual Development Goals
- 16 Personalities Inventory

EVENT 1 November 2018

- Networking Reception San Diego
- Behavioral Styles CA
- Emotional Intelligence
- Handling Feedback
- Organizational Change

WEBINARS

- Time Management
- Stress Management
- Diversity for Managers

PRE-WORK

- Developing Your "Owner's Manual"

EVENT 2 June 2019

- Mobilizing a Team WASHTO
- Team-Building Model Conference
- Coaching and Feedback AZ
- Conflict Management
- CEO Panel Discussion
- Capstone Project Kickoff

WEBINARS

- Human Resources
- Legal
- Budgeting
- Developing Presentations

EVENT 3 March 2020

- Organizational Assessment San Diego
- Developing a Vision CA
- Guiding Others Through Change
- Final Work on Capstone Projects
- Presentation Training and Practice

EVENT 4 June 2020

- Breakout Presentations WASHTO
- Graduation Conference
- Closing Activities UT

"Although I have an MBA, I learned several leadership concepts that I did not gain in school. I attribute a large portion of my recent success to the training I have received in the EL program."

— Matt Swift, Oklahoma