

Setting Your New CEO Up for Success

A new CEO is only the beginning. Recruiting the right leader is the first step in determining the next several years. TransPro partners with Transit Boards and their new executive to define what success looks like, align the leadership to deliver it, and lock in a clear first-year evaluation so your investment in new leadership pays off from day one.

Two Roles. One Shared Definition of Success.

The Board's Role

Define Success and give your CEO clarity for accountability

- 01 Clarity on success for the Agency**
A clear, shared picture of what success looks like for the agency over the coming year.
- 02 Clarity on success for the CEO**
A defined first-year performance evaluation, so your new CEO knows exactly what they are being measured against.

Across the U.S., public transit agencies face unique challenges, opportunities, and expectations. TransPro helps Boards and CEOs align around the work that matters most to customers, employees, and the communities they serve.

By getting to the heart of the issues, we help leadership teams build clarity, focus, and momentum for meaningful results.

The CEO's Role

Develop a plan to achieve success and equip the Executive Leadership Team (ELT) to deliver it

- 01 Mission, Vision, and Values**
Is the ELT living them every day?
- 02 Success Outcomes**
Does the ELT have clarity on what success looks like, anchored in the 8 national outcomes?
- 03 The Right Metrics and Tactics**
Is the team focused on the measures and actions that move the agency toward success?
- 04 Alignment and The Right Seats**
Is the ELT aligned around success, with the right people and the right tools to deliver it?

The Capstone

A facilitated annual retreat with the Board and Executive Leadership Team

-  **Rally Around Success**
Board and ELT commit to one shared definition of what winning looks like.
-  **Commit to Quarterly Reporting**
Progress against success is reported and tracked every quarter.
-  **Finalize the CEO Evaluation**
The CEO's first year performance evaluation is confirmed and finalized at the retreat.

The Results

A Board and CEO aligned around one clear definition of success that is measured quarterly, evaluated fairly, and built to be delivered by a leadership team.

Your CEO's first year sets the course for your agency's success. Let's plan it together. Talk with TransPro. [Contact John Lewis.](#)