

TTAD GM Performance Goals  
2011-2012 (11/20..11 am)

GOAL	KS	KE	MH	JJ	JM	TV
<b>Board/GM Relationship</b>						
<ul style="list-style-type: none"> <li>• Continue to improve Board meeting Process. Provide complete information to Board members in a timely manner allowing more concise and well-timed Board Meetings</li> </ul>	*					
<ul style="list-style-type: none"> <li>• Increase accuracy and Quality Control of Board materials</li> </ul>						*
<b>Community/Pilot Relations</b>						
<ul style="list-style-type: none"> <li>• Implement Quarterly Pilot and Airport User Meeting in new Administration Building. Focus of this meeting is aviation safety with additional emphasis on pilot and tenant outreach.</li> </ul>	*				*	
<ul style="list-style-type: none"> <li>• Continued work with our stakeholders/taxpayers in getting our message and mission statements to all</li> </ul>				*		
<ul style="list-style-type: none"> <li>• Increased communications with and between the users of airport and Board</li> </ul>						*
<ul style="list-style-type: none"> <li>• Increased efforts and communications with Lake side district residents</li> </ul>						*
<b>Leadership</b>						
<ul style="list-style-type: none"> <li>• Considering that trust and confidence in the General Manager is the single most reliable predictor of Board of Director and employee satisfaction, I will gain additional organizational trust and confidence by: <ul style="list-style-type: none"> <li>○ Help employees understand the District’s overall strategic vision and business plan</li> <li>○ Help employees understand how they contribute to achieving key strategic plan goals and business objectives</li> <li>○ Share information with employees on both how the district is doing and how an employee’s own efforts fare relative to the District’s Strategic Plan</li> </ul> </li> </ul>	*					
<ul style="list-style-type: none"> <li>• Develop staff by getting direct reports in front of the Board on a more regular basis</li> </ul>				*		
<b>Communication Skills</b>						
<ul style="list-style-type: none"> <li>• Improve ability to “command a room” and communicate in an authentic way that inspires confidence and trust.</li> </ul>	*					
<ul style="list-style-type: none"> <li>• Given the operational and staffing changes proposed and taking place, effectively communicate his vision to employees for what we are trying to accomplish with regard to operational efficiencies, peak staffing and hours of operation</li> </ul>	*					
<b>Managing Financial and Material Resources</b>						
<ul style="list-style-type: none"> <li>• Successfully implement new peak staffing efficiency changes and airport hours of operation</li> </ul>	*					
<ul style="list-style-type: none"> <li>• Enhance budget process with more preplanning and utilization of Strategic Plan</li> </ul>	*					
<ul style="list-style-type: none"> <li>• Successfully implement rates and fee changes per temporary PI 504 per objectives stated in strategy</li> </ul>	*					

<ul style="list-style-type: none"> <li>Increase effectiveness of ACAT with improved staff support.</li> </ul>		*				
<ul style="list-style-type: none"> <li>Understand TTAD's and the FBO's revenue and cost structure in depth.</li> </ul>		*				
Human Relations Skills						
<ul style="list-style-type: none"> <li>Foster Opportunities for general staff and Board Director interaction and joint training</li> </ul>	*					
Maintain Quality Aviation Facilities & Services						
<ul style="list-style-type: none"> <li>Complete Hangar Rows J &amp; K Ramp Rehabilitation Project</li> </ul>	*					
<ul style="list-style-type: none"> <li>Secure funding and Complete 10/28 Rehabilitation Project</li> </ul>	*			*		
<ul style="list-style-type: none"> <li>Fund all current Runway improvement projects</li> </ul>						*
<ul style="list-style-type: none"> <li>Successful completion of the Pavement Management Plan</li> </ul>				*		
<ul style="list-style-type: none"> <li>Implement the Pavement Maintenance/Management Master Plan so that projects are bid in the spring (April)</li> </ul>		*	*		*	
<ul style="list-style-type: none"> <li>Complete "Facilities and Structures" Capital Facilities Plan</li> </ul>	*	*	*			
<ul style="list-style-type: none"> <li>Secure FAA funding and begin/complete (?) Master Plan/Strategic Plan Process</li> </ul>	*	*	*	*	*	*
<ul style="list-style-type: none"> <li>Develop Minimum Standards Policy to guide utilization of TTAD assets and define service to be provided</li> </ul>		*				
<ul style="list-style-type: none"> <li>Re-examine issue of development of the North 40 into warehousing and business Park to pull industrial uses off the River.</li> </ul>			*			
<ul style="list-style-type: none"> <li>Develop a proposal for a multi-purpose facility that will offer de-icing/plane storage in the winter and community activities in the summer</li> </ul>				*		
Strive for Low Impact on Neighbors						
<ul style="list-style-type: none"> <li>Work with staff and ACAT to use Flight Tracking data to implement innovative annoyance mitigation measures and to fully leverage utility of system</li> </ul>	*					
<ul style="list-style-type: none"> <li>Put airport on a path to long-term solution to securing ability to interrogate aircraft</li> </ul>	*					
<ul style="list-style-type: none"> <li>Conduct quality assessment of alternatives to reduce annoyance on departures</li> </ul>		*	*			
<ul style="list-style-type: none"> <li>Strive to "put yourself in the shoes" of an annoyed neighbor to better understand their concerns</li> </ul>			*			
<ul style="list-style-type: none"> <li>Consider potential adverse impacts on neighbors of rates &amp; fees programs</li> </ul>			*			
<ul style="list-style-type: none"> <li>Assess whether new departure/arrival opportunities exist in the airspace "reserved" for Soar Truckee</li> </ul>			*			
<ul style="list-style-type: none"> <li>Stop all complaints</li> </ul>					*	
Enhance Benefit to Community at Large						
<ul style="list-style-type: none"> <li>Identify Open Space preservation opportunities that are linked to annoyance prevention and safety</li> </ul>	*					
<ul style="list-style-type: none"> <li>Develop Open Space Acquisition Plan/Continued Contribution to our Open Space Goals</li> </ul>		*		*		
<ul style="list-style-type: none"> <li>Develop a framework to "think outside the box" when determining how to directly and positively serve non-users (e.g. bike events, 747 structure) How can non-users derive direct user benefits?</li> </ul>			*			
<ul style="list-style-type: none"> <li>Find new ways to make people love the airport/Find something great the airport can do for the</li> </ul>					*	

community						
• Develop initiatives that benefits Lakeside District Residents						*
Improve Outreach and Interactions with Community						
• Deploy mobile outreach tools to areas outside of Truckee	*					
• Insure effective community involvement in Master Planning Process		*				
• Make Flight Tracking information available on the Web			*			
• Contact those who are most affected by ramp lighting to see whether experimental lighting is an improvement			*			
• Conduct door-to-door outreach in affected neighborhoods			*			
• Work harder to hear the voice of the community in regard to the airport					*	
Professional Development						
• Achieve Certified Manager status with AAAE	*					
• Seek additional aviation and flight training experience in order to develop skill and expertise to effectively communicate with airport users regarding navigation, safety and noise abatement procedures	*				*	
• Obtain mountain flying and instrument flying education						*
• Don't forget to keep your wife and kids at the top of the list...they are important constituents too.					*	