

Executive Coaching & Team Training Program Overview for Terri B., MPO Staff & Executive Team

Sustainable Strategies Breakthrough Coaching Program - Ideal for committed and successful Executives ready to level up their Leadership Effectiveness: Develop Your Executive Presence & Influence, Increase Team Engagement to Achieve Organizational Goals, create a High Performing Culture, and Develop Your Leaders from the Inside Up. Includes:

Phase 1: 2 Leadership Assessments & 2 Coaching Sessions to Debrief Results for Terri

- A Leadership 720© A proprietary assessment and coaching framework to identify your strengths and gaps as experienced by your team in your Leadership Effectiveness, learn practical tools you can use immediately and develop an ongoing process to apply the results and effectively lead a diverse team. Includes up to 7 confidential stakeholder interviews, a verbal report of the aggregated results for the Executive Committee and a 1:1 session for you to review your results and develop a detailed action plan.
- The Kolbe A Assesses your Conative Style or "MO" your unique problem-solving strengths, how you respond to challenges as compared to your team and identify strategies to leverage your strengths. Critical for leaders of people across generations and from diverse backgrounds so you can spend less time feeling frustrated or in conflict and more time in alignment, ensuring you and your team are all "rowing in the same direction." Includes a 1:1 session to review your results, a customized coaching report and integration of the results into your coaching program and detailed action plan.
 - Phase 1 Executive Coaching Assessments Investment \$2,995.00 (Not included in Invoice as it was funded in May 2017)

*Phase 2: Sustainable Strategies Executive Coaching Program for Terri

- Weekly 60-minute coaching sessions (can be combined or scheduled according to your schedule and needs)
- All phone sessions are recorded for you to download and listen to later to optimize your learning and maximize your results
- o All sessions are conveniently scheduled via telephone or in person
- O Up to 12 15 minute 911 calls because challenges can come up at any time
- Unlimited email coaching, brainstorming and problem solving between sessions
- Unlimited access to the Sustainable Strategies downloadable audio/video library on topics specific to your goals
- Attend all live public webinars (and receive recordings if you can't attend live) by
 Christina for free during your coaching engagement
- 175-minute Sustaining the Momentum closing coaching session to review of your
 Post-Assessment results & create your strategies & goals for your next chapter
 - Phase 2 Executive Coaching Investment \$2,500.00/month for 12 months



*Phase 3: 2 Team Assessments & Debriefing for All Team Members

- 2 Team Engagement Surveys for your Team of 12 (1 Pre- and 1 Post) Type TBD) to measure the impact of your Executive Coaching Program on engagement
 - Debriefing session for Terri and the Executive Committee to review engagement survey results, establish measurable goals and develop a detailed action plan to increase or maintain employee engagement
- Kolbe A Assessment & Coaching Report for up to 20** Team Members
 - 1:1 debriefing session for each team member to review their results
- Kolbe A & C Assessment for up to 6** Executive Committee Members
 - **1:1 debriefing session** for each team member & Executive Committee Member to review their results and create an action plan to apply results
 - Phase 3 Team Assessment Investment \$2,995.00

*Phase 4: Team Training Program + Accountability Meetings

- 4 2-hour Training Programs All team members will learn practical strategies to
 integrate and apply their own Kolbe results and their team member's results to increase
 their individual skills of influence, communication and collaboration professionally and
 personally; Quarterly Skills Training on Essential Skills TBD (i.e., Presentation,
 Communication, Influence, Productivity)
- 12 1-hour "How's it Going?" Monthly Accountability/Q & A session during team meetings to ensure skills transfer and apply strategies learned
 - Phase 4 Team Training Investment \$2,995.00/Quarter or \$11,980.00

*Phase 5: Team Coaching

- 1 confidential brief (15-20 minute) laser-focused coaching session per month for each team member for up to 20** staff to ask questions and receive tips on "how to apply" strategies to a specific situation.
 - Phase 5 Team Coaching Investment \$1,500.00/month or \$18,000.00

christina@sustainable-leaders.com

^{*}Phases 2, 3, 4 & 5 to be scheduled to run concurrently

^{**}Includes new staff and EC Members over the 12-month coaching engagement period



INVOICE
Invoice: 1003
Date: May 23, 2017

DE.	Northern Colorado MPO	
ILL.	Northern Colorado Mi O	

SERVICE PROVIDER	SERVICE	PAYMENT TERMS	DUE DATE
Christina Haxton LMFT LLC dba Sustainable Leadership	Executive Coaching & Team Training Program	14 Days upon Invoicing for each Phase	

Start Date	Services Provided	Payment Schedule	Total
6/2/17	Phase 2: 12 Month Executive Coaching Program (Terri B.)	\$2,500.00	\$30,000.00
	(Terri b.)	/month	
6/2/17	Phase 3: Team & EC Assessments & 1:1 Debriefing for up to 20 staff	June 2017	\$2,995.00
7/1/17	Phase 4: Team Training & Accountability (Quarterly Training + Monthly Team Meeting)	\$998.00/month	\$11,980.00
7/15/17	Phase 5: Individual Monthly Coaching for Each Team Member	\$1,500.00 /month	\$18,000.00
11/1/17	Midpoint Program Evaluation Meeting w/ED & EC		Included
4/1/18	Sustaining the Momentum Final Coaching Session		Included
4/30/18	Post Engagement Survey & Final Program Evaluation Meeting w/ED & EC		Included
		Total	\$62,975.00

Christina D. Haxton, M.A.

219 West Magnolia Dr. Ste. #120 Fort Collins, CO 80521 P: (970) 387-8935 F: (720) 306-3228 E: Christina@Sustainable-Leaders.com Website: Sustainable-Leaders.com

Career Achievements

CHRISTINA HAXTON, LMFT LLC/dba Sustainable Leadership, Inc. & The Center for Sustainable Strategies

CEO & Founder/An Executive Coaching & Leadership Development Consultancy

December 1999 - Present.

Develop and facilitate web-based, on and off-site customized leadership coaching and training programs for business owners, senior and mid-level managers and executives to improve individual and organizational performance through communication, problemsolving, conflict resolution and teambuilding skills. Clients include individuals, non-profit organizations, small to mid-market companies and large corporations.

Individual coaching clients seek to excel in the areas of the neuroscience of building trust, increasing creativity, productivity and collaboration with their team, peers and upper management, career transition and executive leadership development.

SELF-EMPLOYED AT CHRISTINA HAXTON LMFT LLC

Owner/Licensed Marriage & Family Therapist, Private Practice

August 2008 - May 2017

Assist driven and busy professionals, business owners and executives to learn advanced communication skills to reduce stress, navigate life transitions, manage emotional challenges and significantly improve the quality of their relationships at home and at work.

SELF-EMPLOYED AT ASPEN CENTER FOR MARRIAGE & THE FAMILY, LLC

Co-Owner/Licensed Marriage & Family Therapist, Private Practice

December 1996 - December 2009

Owned and operated a counseling center providing psychotherapy to children, adolescents, couples, adults and families living in Park, Jefferson & Routt counties.

Education

CERTIFICATE, EXECUTIVE & BUSINESS COACHING

November 2015 - November 2016

CENTER FOR EXECUTIVE COACHING

CERTIFICATE, EVIDENCE BASED BUSINESS/EXECUTIVE COACHING

September 2010 - August 2011

Fielding Graduate University

Santa Barbara, CA

MASTER OF ARTS IN MARRIAGE, FAMILY & CHILD THERAPY

September 1991 – May 1993

California Family Study Center/Phillips Graduate Institute

North Hollywood, CA

BACHELOR OF ARTS IN PSYCHOLOGY

University of California, Los Angeles Los Angeles, CA September 1981 – December 1985

Corporate Clients

Leadership Training & Coaching services include clients from these organizations:

- Zoetis
- Office of Personnel Management/OPM
- VCA/Antech Corporation
- VA Hospital, Albuquerque New Mexico
- Banner Health
- The Denver Broncos (Operations & Administrative Team)
- Colorado BioScience Association
- Securisyn Medical
- LunarG
- Momentum Development
- Coors
- MicroMotion/Emerson
- Wyndham Resort Corporation
- HR.com (Global HR Executives)
- Park County Sheriff's Department & Victim Services/DA's office
- California Judicial Dept.
- Colorado SBDC
- International Leadership Consortium (Washington D.C.)
- and many more

Individual Executive Coaching and Speaker client list available upon request

Professional Achievements

- **Co-Author**, The Character-Based Leader: Instigating a leadership revolution one person at a time
- Author & Speaker: The Neuroscience of Leadership, Motivation, Communication & Influence and numerous articles, publications, research and insights papers
- Featured Blogger on ManagingAmericans.com, LeadChange.com & Sustainable-Leadership
- Published Author featured in Leadership Publications including Talent
 Management Excellence, December 2013 and Realizing Leadership, September
 2013
- Voted among the Top 100 Leadership Experts to Follow on Twitter July 2013 October 2013

Community Service

- Colorado Horse Rescue, Volunteer
- Northern Colorado Manufacturing Partnership, Network Committee
- University of Denver, Daniels College of Business, Advisor Executive MBA Program
- STARS (Adaptive Ski Program) Steamboat Springs, CO
- Horizons (Ski/Ride Program) for Developmentally Disabled, Steamboat Springs, CO
- North West Colorado Workforce Regional Advisory Board Member
- Steamboat Springs Economic Development Council, Board Member
- Leadership Steamboat, Class of 2009
- President, Sundance Mountain Ranch, Non-Profit for high risk adolescent girls
- Secretary, Board Member, Rocky Mountain Reining Horse Association
- Founder, President, Yampa Valley Horse Show Association 2009



RESOLUTION NO. 2017-16

OF THE NORTH FRONT RANGE TRANSPORTATION & AIR QUALITY PLANNING COUNCIL APPROVING THE MAY 2017 AMENDMENT TO THE FY2016-2019 TRANSPORTATION IMPROVEMENT PROGRAM (TIP) AND TO THE FY2018-2021 TIP

WHEREAS, 49 CFR PART 613 §450.324 requires the development of a fiscally constrained Transportation Improvement Program (TIP) for Metropolitan Planning Organizations through the continuing, cooperative, and comprehensive ("3C") multimodal transportation planning process; and

WHEREAS, the North Front Range Transportation & Air Quality Planning Council as the Metropolitan Planning Organization (MPO) is the agency responsible for developing the TIP in accordance with the above stated regulation; and

WHEREAS, transportation projects programmed in the FY2016-2019 TIP and the FY2018-2021 TIP are consistent with the adopted 2040 Regional Transportation Plan, adopted September 3, 2015 and amended February 2, 2017; and

WHEREAS, the Air Quality Conformity Findings conducted on the FY2016-2019 TIP and FY2018-2021 TIP were positive, and all of the projects come from the conforming amended 2040 Regional Transportation Plan and this TIP Amendment does not change the positive conformity findings on the FY2016-2019 TIP and FY2018-2021 TIP;

WHEREAS, the FY2016-2019 TIP and FY2018-2021 TIP remain fiscally constrained;

NOW, THEREFORE, BE IT RESOLVED, the North Front Range Transportation & Air Quality Planning Council hereby amends the FY2016-2019 TIP and FY2018-2021 TIP by adding, removing, or revising the following projects and funding:

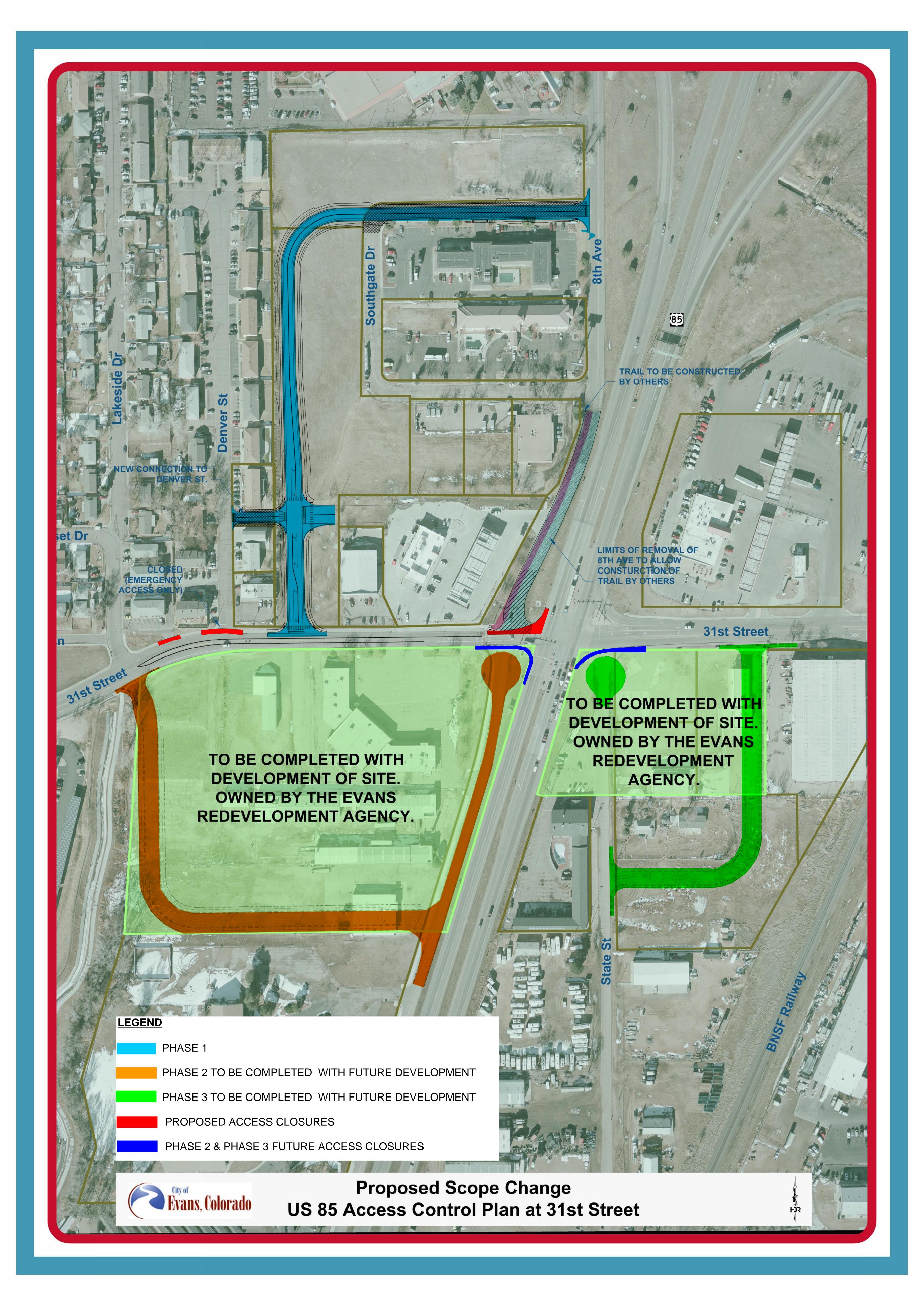
- FTA §5310
 - Adding the Van Replacement project by the Greeley Easter Seals with \$46k FTA \$5310 funds and \$11k local funds in FY17
 - Adding the Vehicle Replacement: Cutaway bus project by the City of Greeley with \$83k FTA 5310 funds and \$21k local funds in FY17
- FTA §5339
 - Adding the Bus Replacement project by the City of Greeley with \$460k FTA \$5339 funds and \$115k local funds in FY17
- FASTER Transit
 - Adding the Bus Yard Concrete Maintenance project by the City of Greeley with \$160k FASTER
 Transit local funds and \$40k local funds in FY18
- Various
 - Adding the *US34 Widening project from Rocky Mountain Ave to LCR 3E* with \$6,600k Federal funds, \$4,000k FASTER Safety state funds, and \$1,400 Surface Treatment state funds in FY21
- Non-Regionally Significant Regional Priority Program
 - o Removing the *US34 Bypass Signal at 83rd Ave* project and reducing the pool total by \$600k Federal and \$900k local in FY19
- Surface Treatment
 - Adding \$53,380k Surface Treatment funding to the Region 4 Surface Treatment Pool in FY20

•	FASTER	Safety
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 Adding \$32,500k local funds and \$2,000k FASTER Safety funds for the North I-25: Design Build project in FY18, FY19, and FY20

Passed and approved at the regular meeting of the North Front Range Transportation & Air Quality Planning Council held this 1st day of June, 2017.

	Kevin Ross, Chair
ATTEST:	



Growing Forward

Population and Economic Trends Larimer, Weld, and NFRMPO

NFRMPO

2017

Elizabeth Garner

State Demography Office

Colorado Department of Local Affairs

Demography.dola.colorado.gov



2015-16 Population

- US 323.1 million, + 2.2 million or .7%
- Colorado 5,540,500
- Ranked 7nd fastest 1.7% UT, NV, ID, FL, WA, OR
- 8th absolute growth **91,700** TX, FL, CA, WA, AZ, NC, GA
- Growth in Colorado concentrated in Front Range
 - El Paso County +14,000
 - Denver County +13,000
 - Weld County fastest urban (3.5%) +9,900, 3rd overall
 - Larimer County +6,100, 8th overall

Colorado: Total Population Change 2010 - 2016

Population Change 2010 to 2016

Loss: > 500

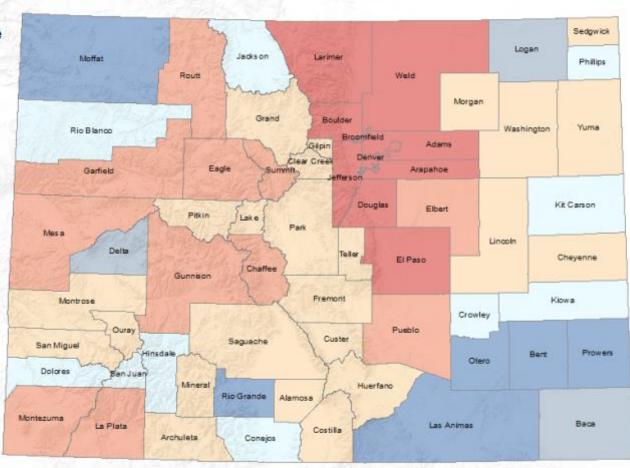
Loss: 201 to 500

Loss: 0 to 200

Gain: 1 to 1,000

Gain 1,001 to 10,000

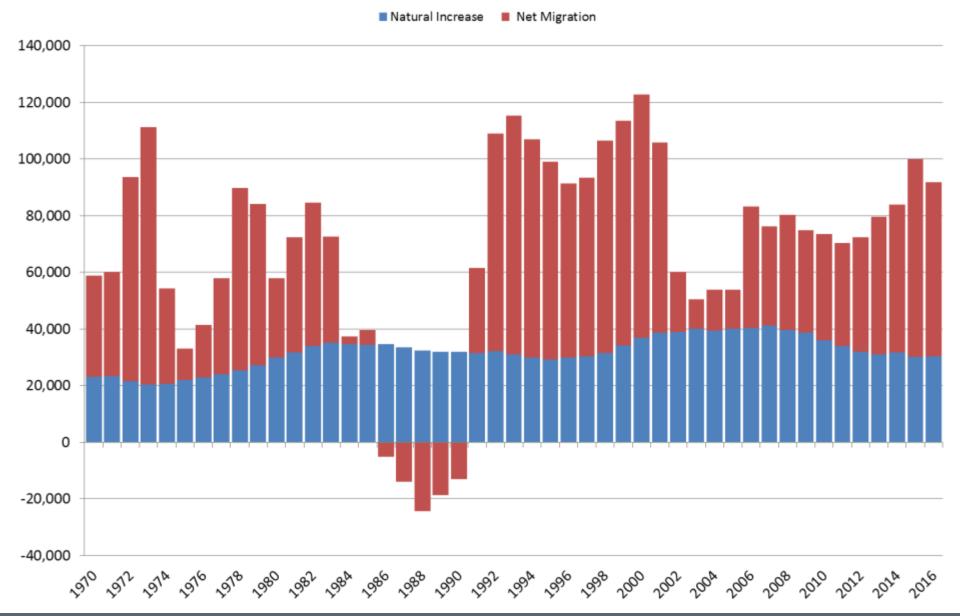
Gain: > 10,000



Colorado State Demography Office, 03/31/2017

Sources: Esri, USGS, NOAA

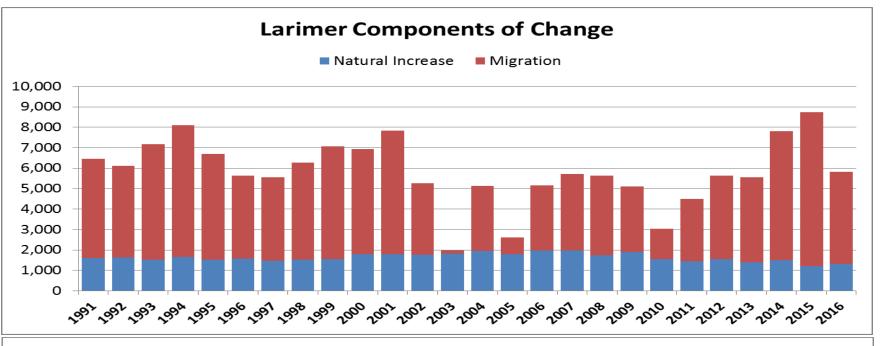
Components of Colorado Population Change 1970-2016

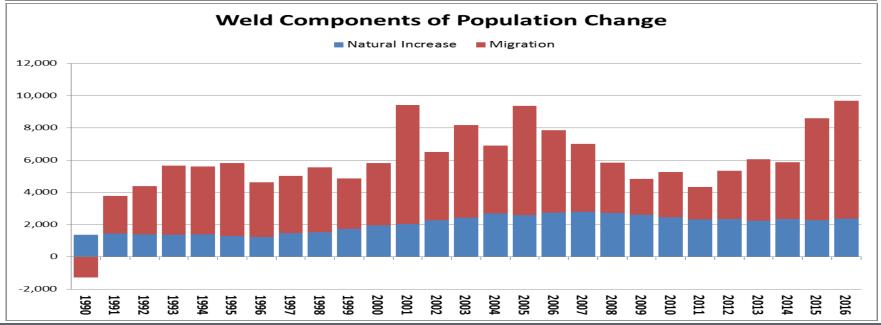


Northern Colorado Population Change

				Annual Ave. Growth	Natural	Net
	2010	2016	Total Ch	Rate	Increase	Migration
Larimer	300,532	338,663	38,131	2.4%	8,379	29,691
Weld	254,230	294,397	40,167	3.0%	13,884	25,998

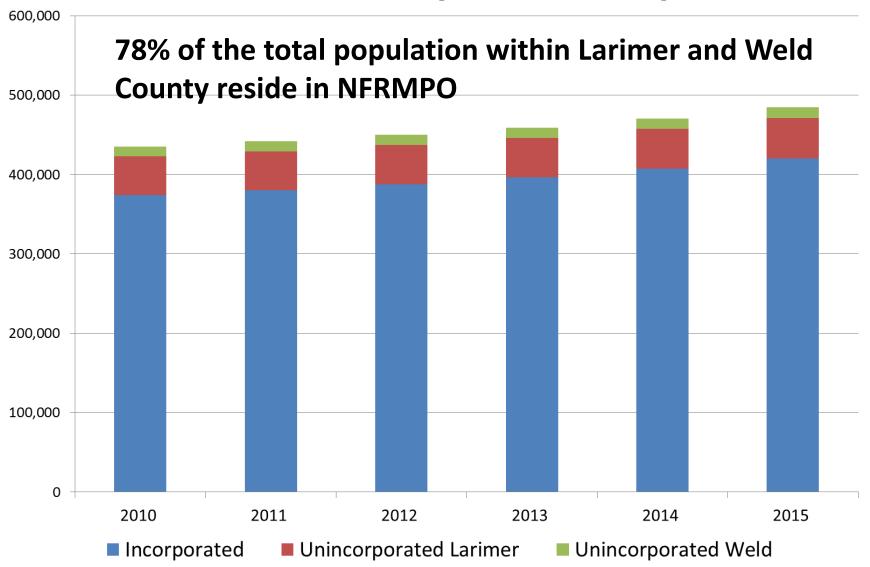
Weld 2nd fastest, 6th total since 2010 Larimer 5th fastest, 7th total since 2010

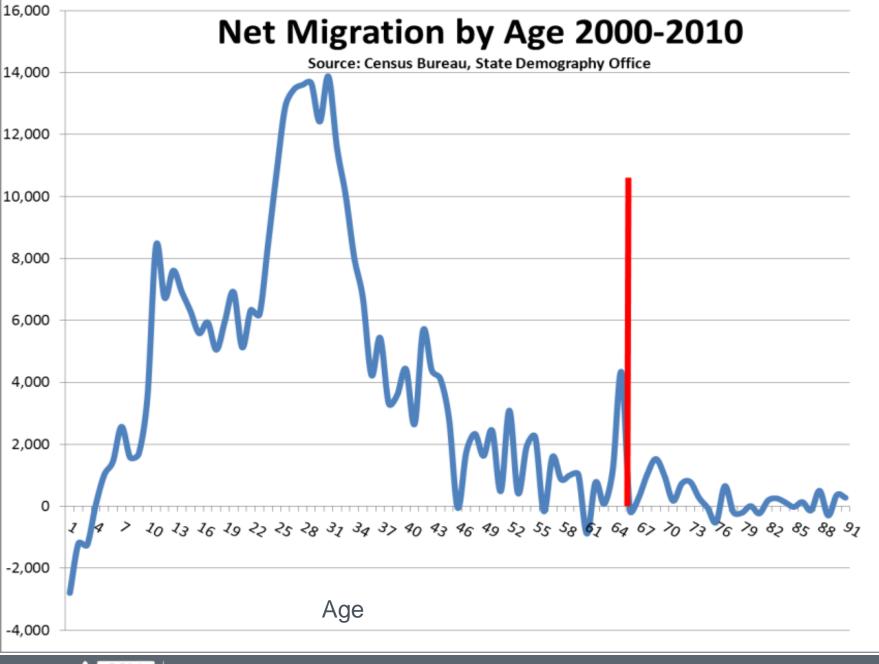


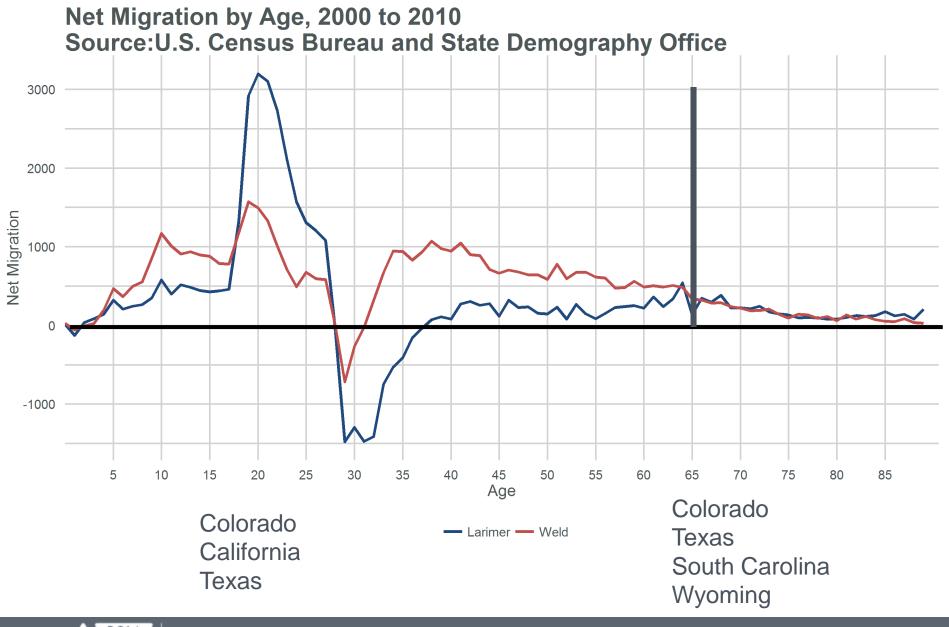




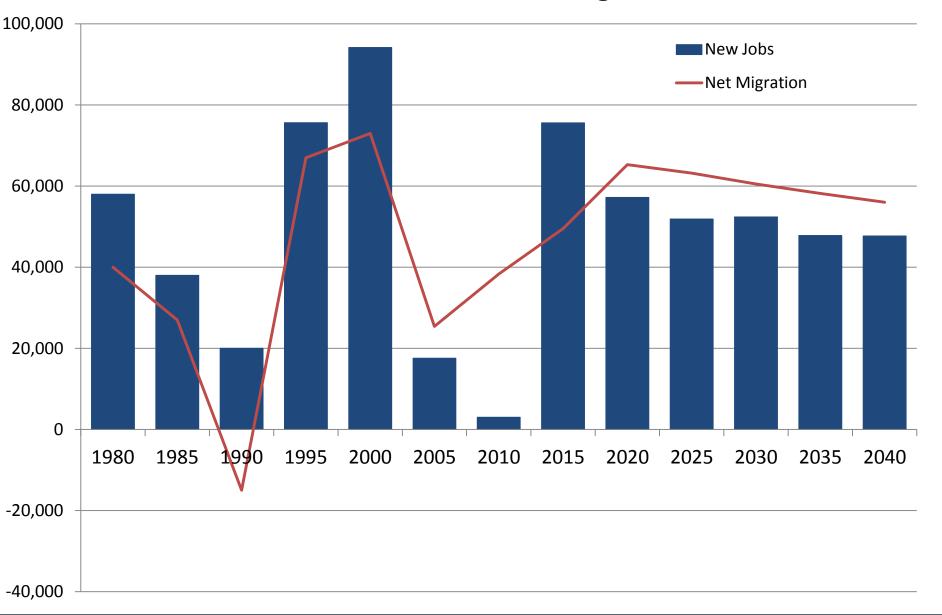
North Front Range MPO Population

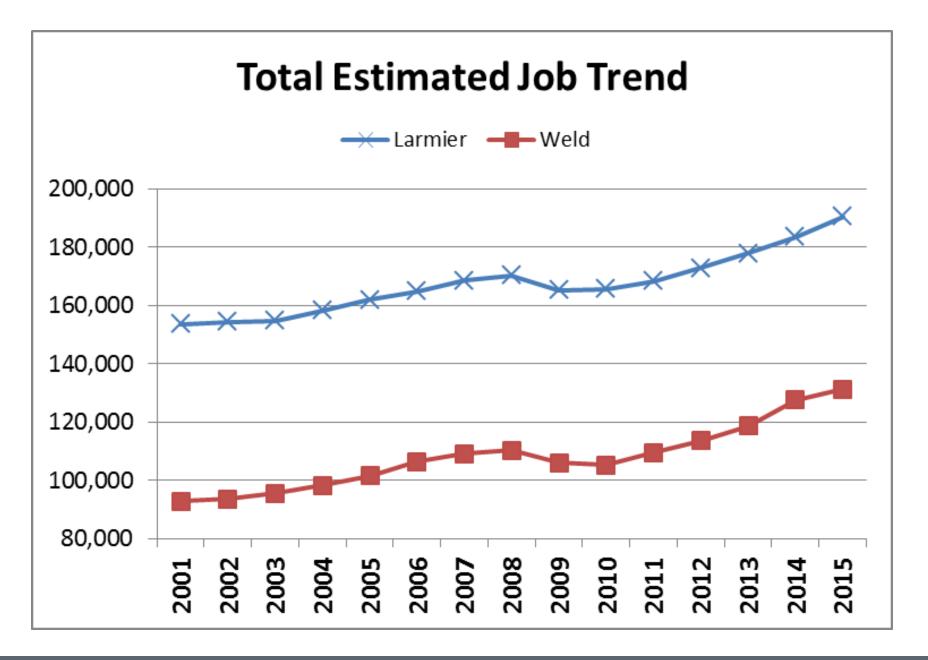






Colorado New Jobs and Net Migration





2015 NFRMPO Estimated Jobs

2015 Share of Jobs by Industry - Total With Proprietors

Sector Name	NFRMPO	Larimer & Weld	Colorado
Agriculture	1.5%	2.8%	1.5%
Mining	1.7%	2.7%	1.1%
Utilities	0.1%	0.2%	0.3%
Construction	7.1%	8.1%	6.5%
Manufacturing	8.8%	8.3%	4.7%
Wholesale Trade	2.7%	2.9%	3.5%
Retail Trade	10.6%	10.1%	9.5%
Transportation & Warehousing	2.2%	2.7%	2.8%
Information	1.6%	1.3%	2.4%
Finance and Insurance	2.5%	2.7%	4.0%
Real Estate and Rental and Leasing	3.2%	3.3%	3.4%
Professional and Technical Services	6.8%	6.6%	9.1%
Management of Companies	0.8%	0.7%	1.2%
Administrative and Waste Services	5.8%	5.6%	6.0%
Educational Services	1.1%	1.3%	2.0%
Health Care and Social Assistance	9.2%	8.2%	9.8%
Arts, Entertainment, and Recreation	1.9%	1.9%	2.5%
Accommodation and Food Services	8.3%	8.0%	8.5%
Other Services	4.0%	5.9%	5.9%
Government	20.1%	16.7%	15.2%

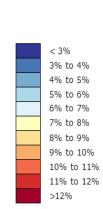
Source: State Demography Office

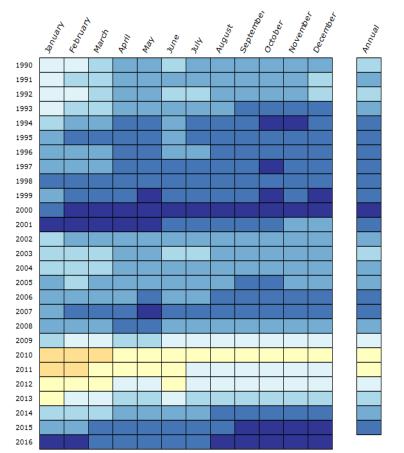


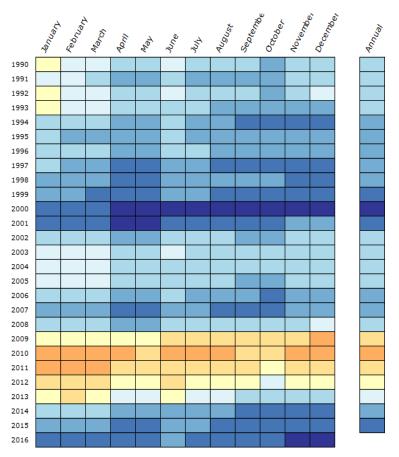




Larimer

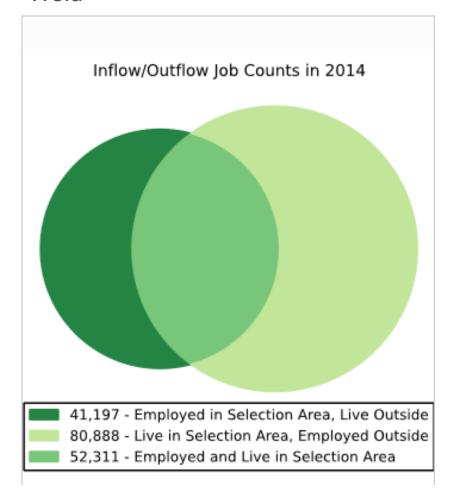


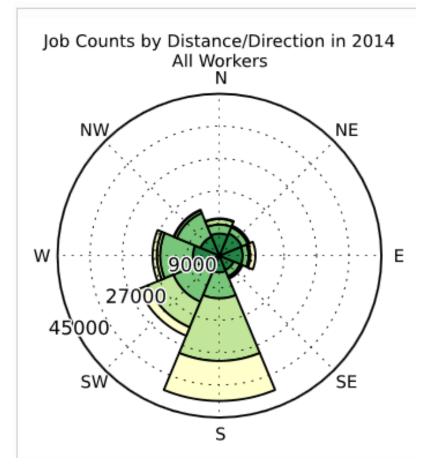




Commuting

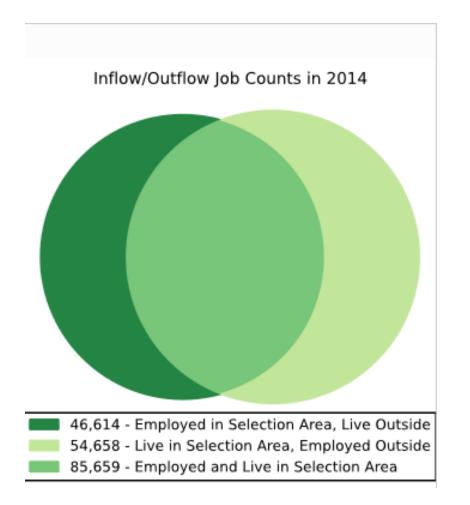
Weld

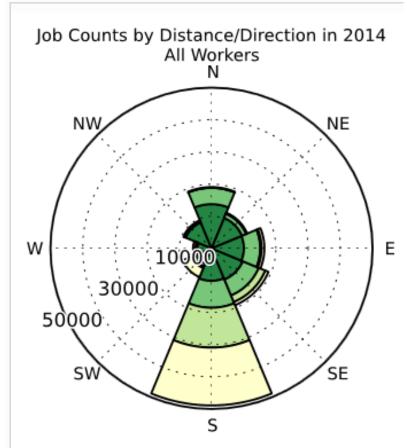




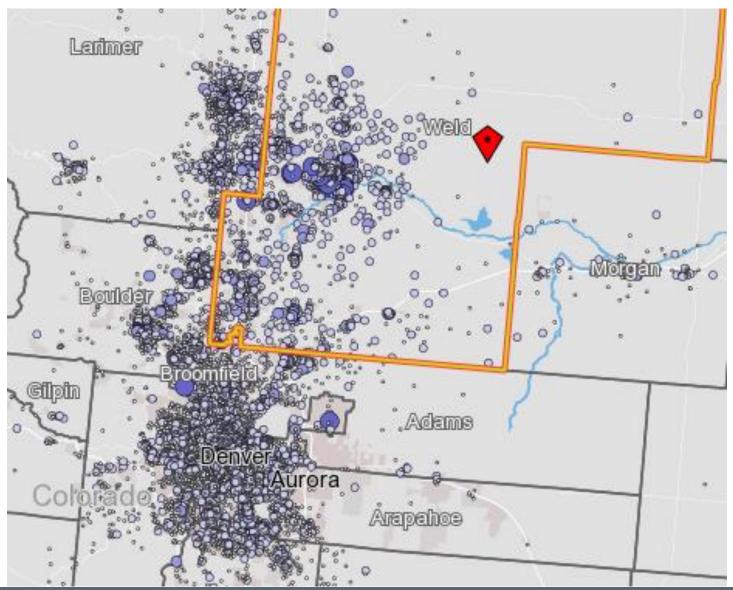
Commuting

Larimer

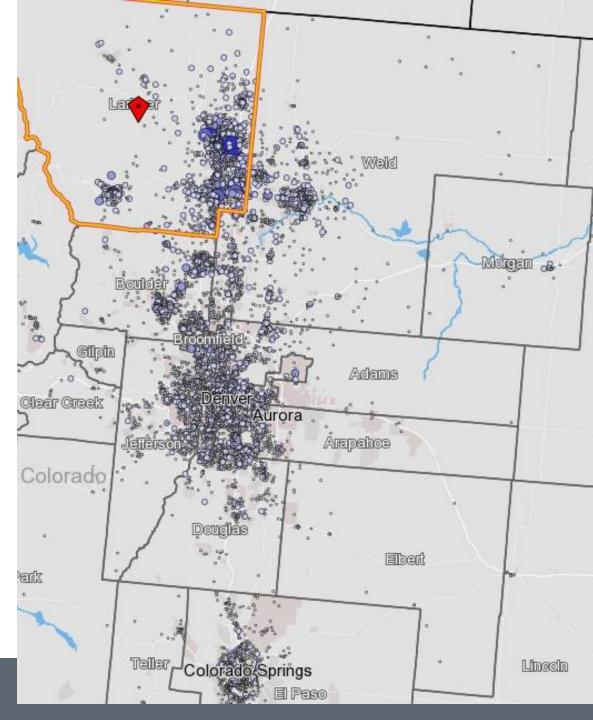




Weld Residents Commuting to Work

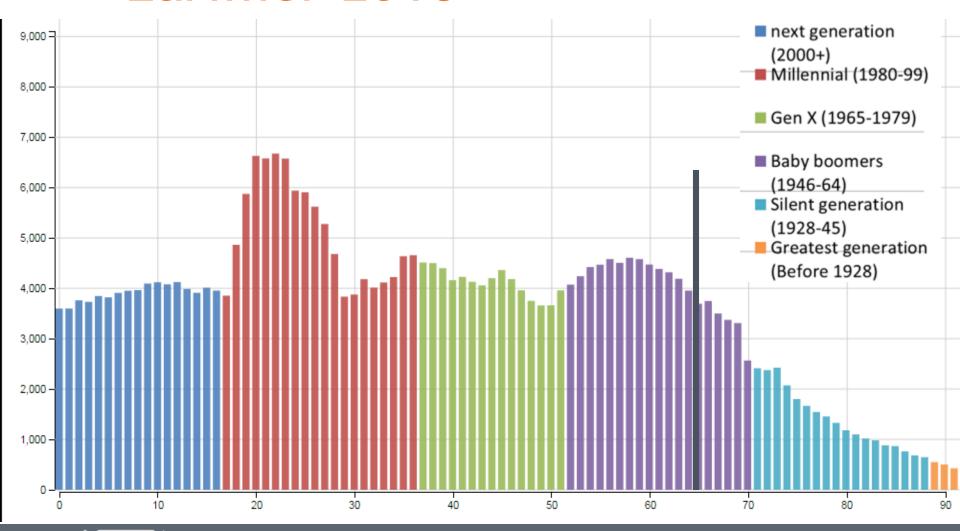


Larimer Residents Commuting to Work

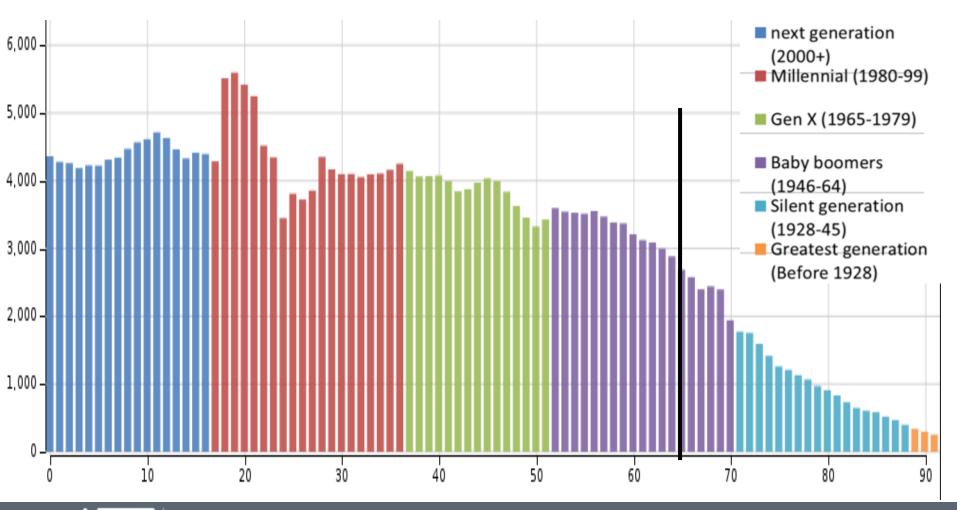


AGE

Age Distribution by Generation - Larimer 2016

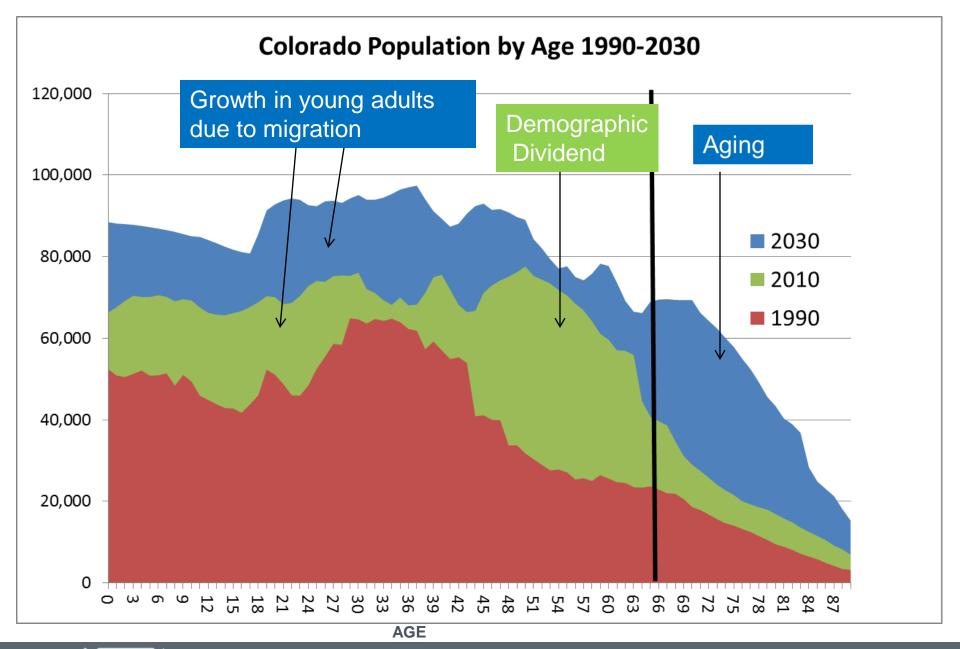


Age Distribution by Generation - Weld 2016

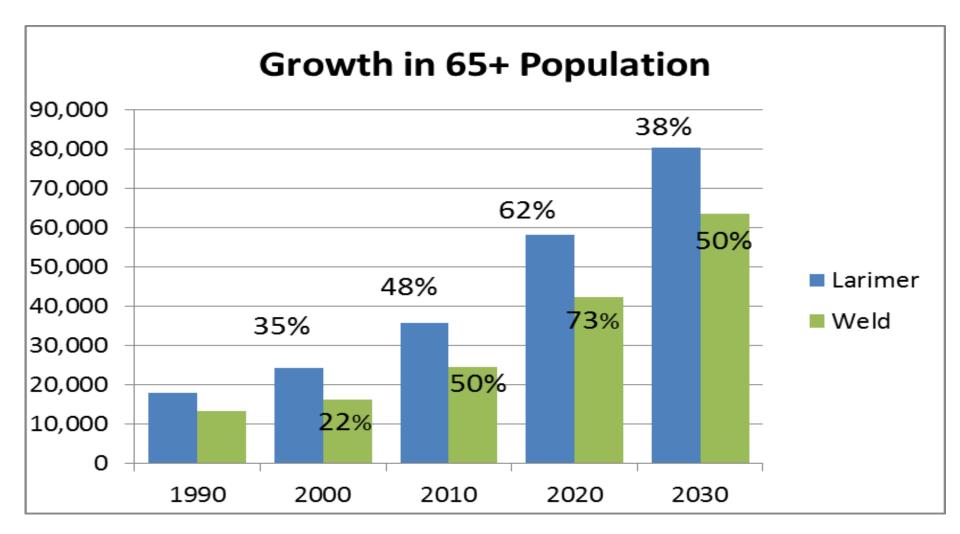


Why Are We Getting Old Fast?

- Currently very few people over the age 65.
 - 6th lowest share of all states in US (13%) in 2015
- Baby Boomers
 - Born 1946 1964
 - 1,360,000 Boomers in Colorado (25% of pop. in 2015)
- By 2030, Colorado's population 65+ will be 77% larger than it was in 2015 growing from 719,000 to 1,270,000. (primarily from aging)
- Transition age distribution from "young" to more US average between 2015 and 2030.



Aging



Aging Issues

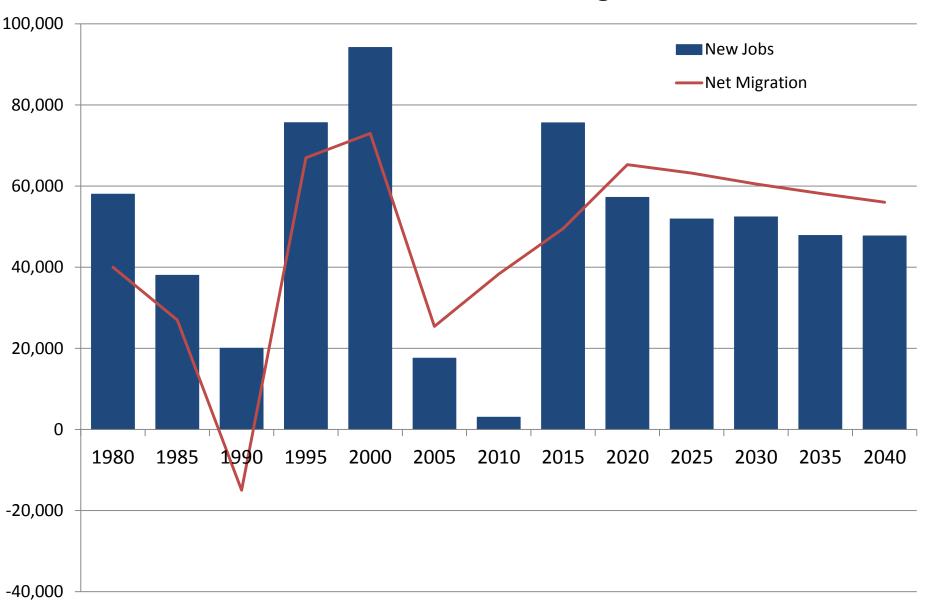
- Numbers
- Economic Driver wealthier depends
 - Impact on occupational mix
- Labor Force
- Housing
- Income Downward Pressure
- Health
- Disabilities
- Transportation
- Public Finance Downward Pressure

Growing and Slowing

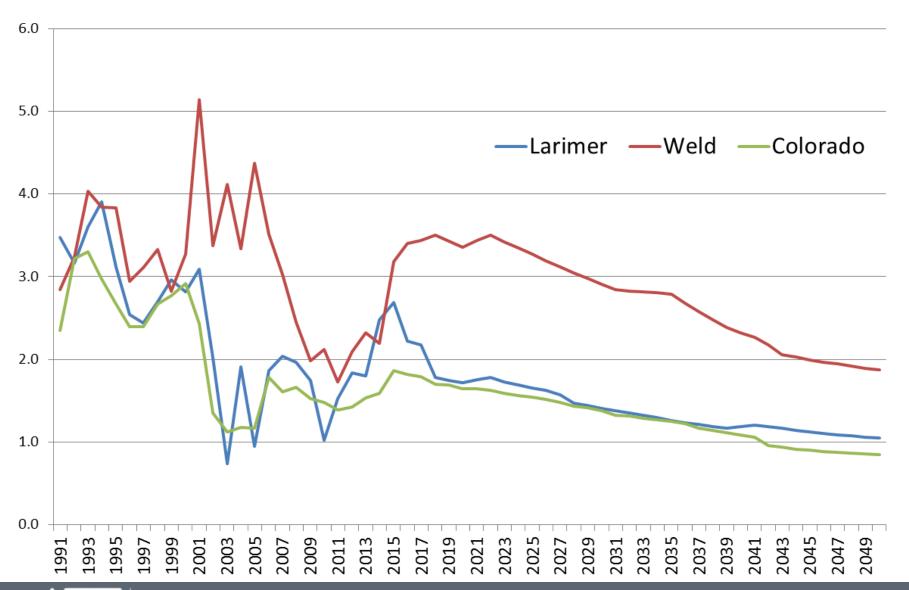
Forecasting Worksheets relating jobs....to population

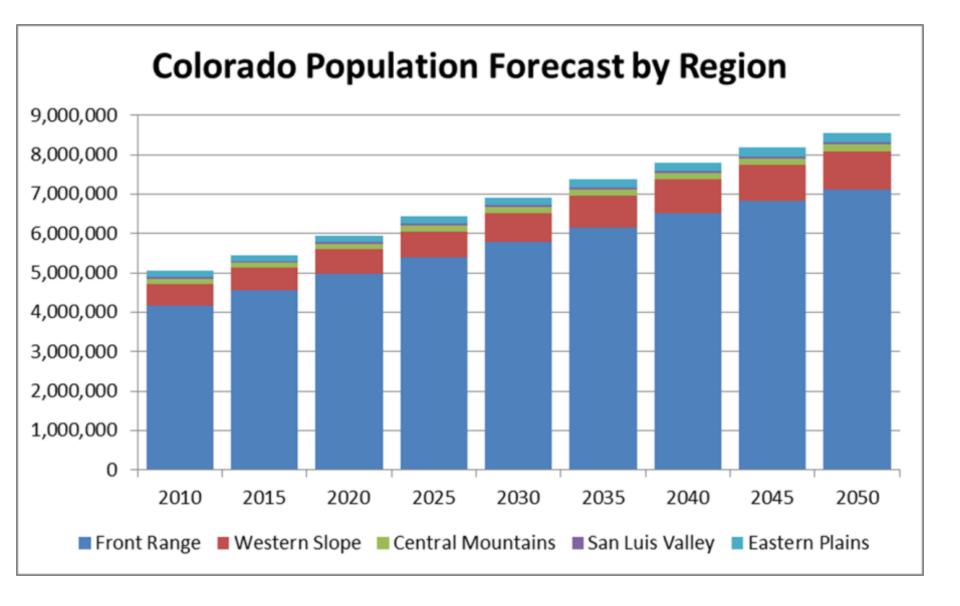
\	/ariable	2015	2020
	Direct Basic Jobs	183,800	198,100
	Total Jobs (Demand)	358,000	400,000
↑	Jobs Held (Supply)	369,700	359,200
	+ Commuters	-11,500	-10,600
	+ 2nd & 3rd Jobs Held	30,000	32,000
	Employed Persons	351,200	387,000
	Labor Force	375,200	409,000
	Population	677,000	731,200

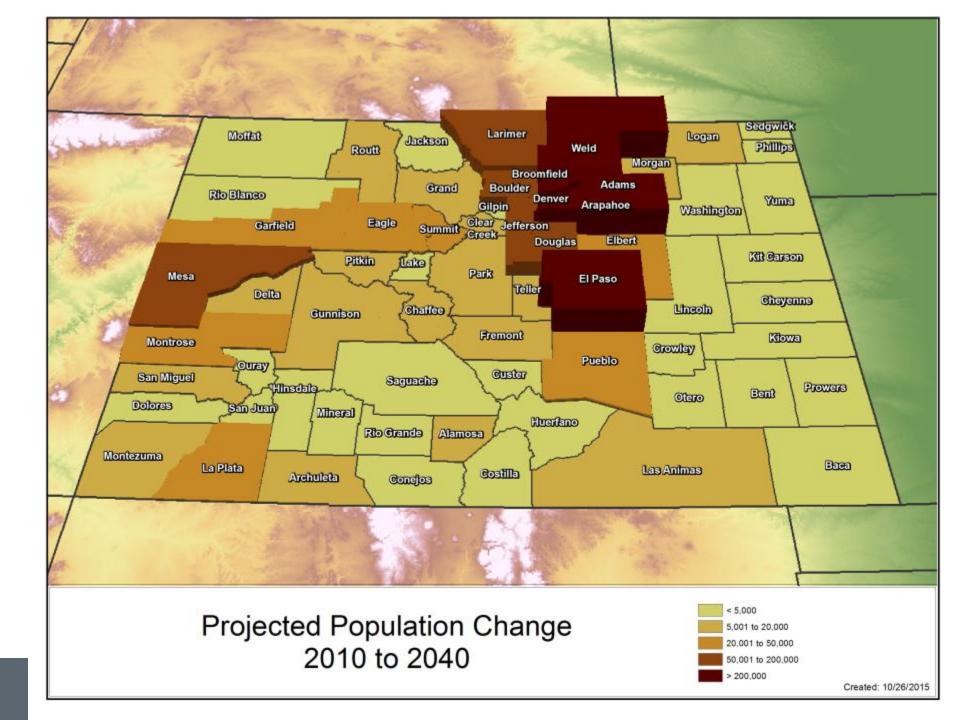
Colorado New Jobs and Net Migration



Larimer and Weld Growth Rates



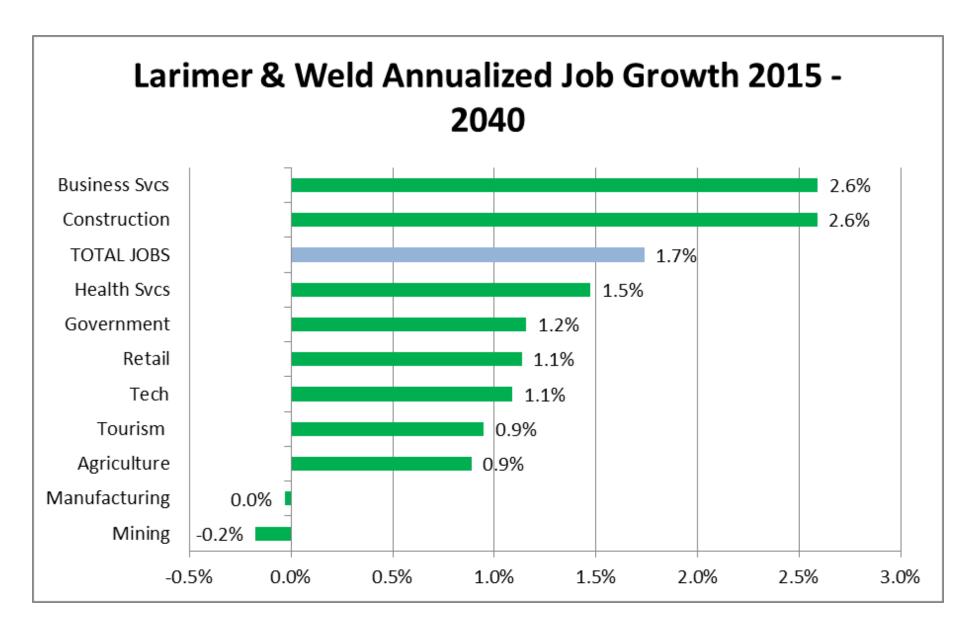




Forecast - Fastest Region in State

		2015	2020	2025	2030	2015-30
Larimer	Jobs	190,515	205,374	224,269	243,001	52,487
	Growth Rate	2.7%	1.9%	1.6%	1.4%	
Weld	Jobs	131,193	141,291	158,277	176,045	44,852
	Growth Rate	4.8%	3.3%	2.3%	2.0%	

		2015	2020	2025	2030	2015-30
Larimer	Population	332,832	366,154	398,784	429,637	30,853
	Growth Rate	2.1%	1.9%	1.7%	1.5%	
Weld	Population	284,876	337,072	398,330	462,893	64,563
	Growth Rate	2.4%	3.4%	3.4%	3.0%	



To Ponder in NFRMPO

Migration - how much, where, and can we compete for the best and the brightest? The Right Fit

Growth - Driven by job growth both in and outside of county/region. Lots of commuting.

Constraints - Are there constraints we should be considering?

Aging - we are getting old fast, is the NFR ready for the changes to the labor force, income, industrial mix, housing, etc.

Ethnic/race diversity - increasing and aging into labor force. Educational attainment gap continues putting downward pressure on income and labor force.

Thank you

State Demography Office

Department of Local Affairs

Elizabeth Garner

Elizabeth.garner@state.co.us

303-864-7750

Demography.dola.colorado.gov



Traffic Analysis Zone (TAZ) Update

NFRMPO Planning Council



June 1, 2017 Weld County Offices

Introduction to NFRMPO TAZS



What are Traffic Analysis Zones (TAZs)?

- The basic geographic unit for projecting socioeconomic data used for travel demand modeling
- The origin or destination of trips on the road network

Why are we updating the TAZs?

- The current TAZs do not align with local communities
- To reflect updated land use, travel patterns, and community development trends
- UrbanSim is built on Census Blocks



Above: Current TAZ alignment around UNC and US34/US85 Junction in Greeley

Standard TAZ Boundary Practices



Category	Criteria	Guidelines	Areas of Focus
Location of Boundaries	Census Boundaries	Census Blocks (for socioeconomic inputs)	√
	Geographic Boundaries	Natural areas, steep slopes, water bodies, wetlands, and other natural barriers	
	Homogenous/Compatible Land Uses	Community Future Land Use Maps (Similar land uses grouped together)	√
	Jurisdictional Boundaries	City or Urban Growth Boundary/Growth Management Area (for reporting purposes)	√
	Transportation Network Boundaries	Arterial streets, collector streets, limited access highways, and rail lines	
	Uniform Shape	Relatively square or rectangular	
Size and Density	Trip Loadings	10,000-15,000 maximum daily loadings, 1-3 Centroid Connectors	
	Employment	3,000 maximum employees	
	Population	1,200-3,000 maximum	

Community Updates



Staff have met with:

- Eaton (2/17/17)
- Evans (4/3/17)
- Johnstown (5/22/17)
- LaSalle (5/9/17)
- Milliken (4/26/17)
- Severance (1/16/17)
- Windsor (2/7/17)

Next:

Berthoud

Greeley

Garden City

Weld County

Fort Collins

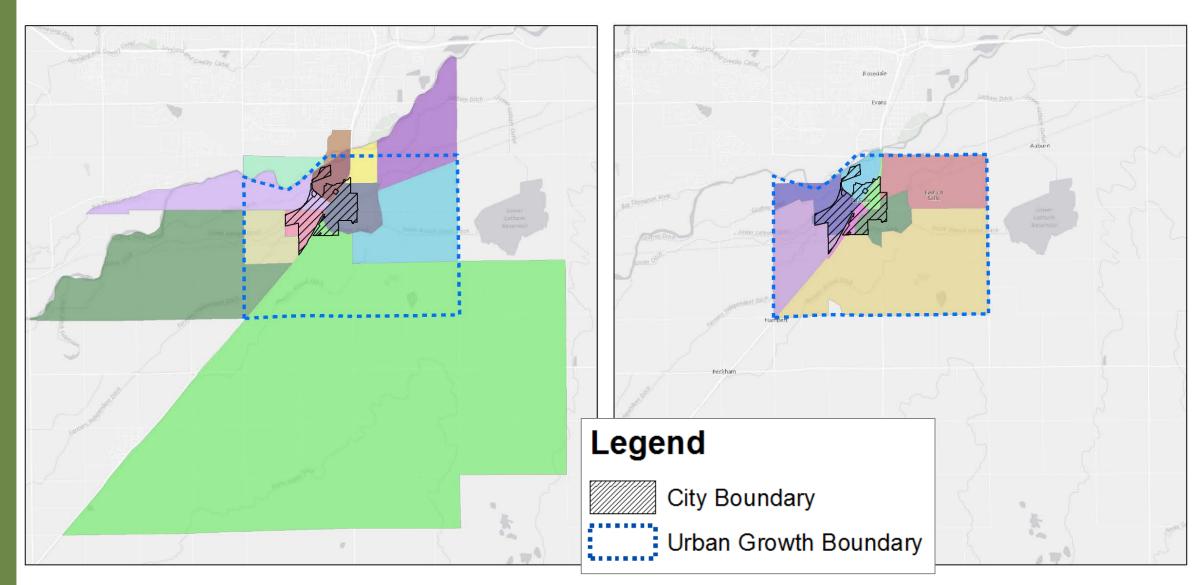
Loveland

Timnath

Larimer County

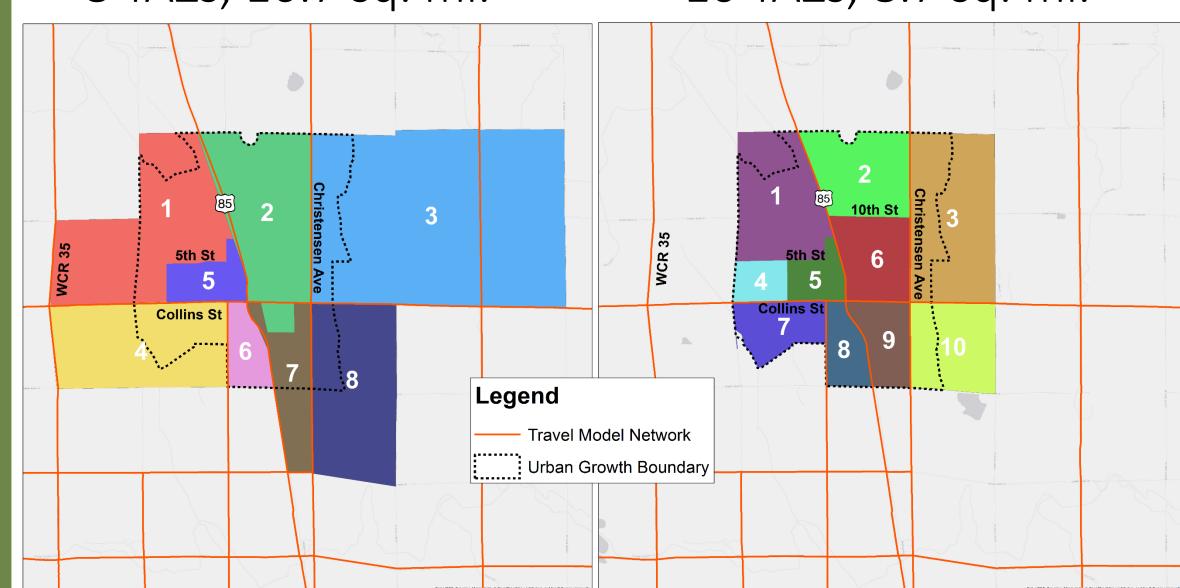
Current Configuration: 12 TAZs, 52 sq. mi.

Proposed Configuration: 8 TAZs, 11 sq. mi.



Current Configuration: 8 TAZs, 16.7 sq. mi.

Proposed Configuration: 10 TAZs, 8.7 sq. mi.



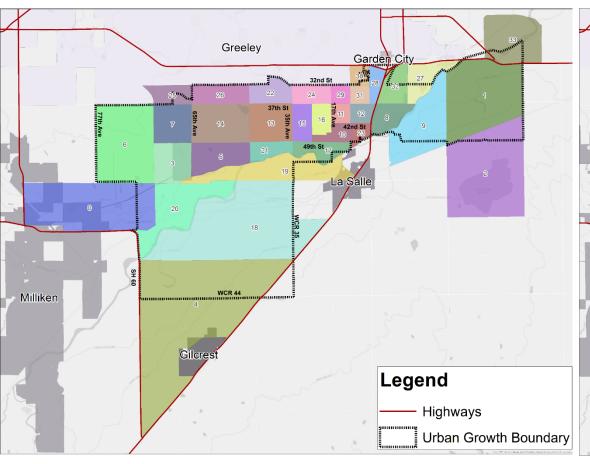
Current Configuration:

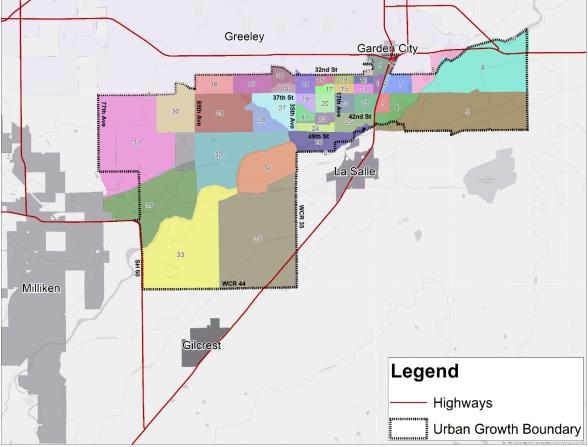
34 TAZs 52.3 sq. mi.

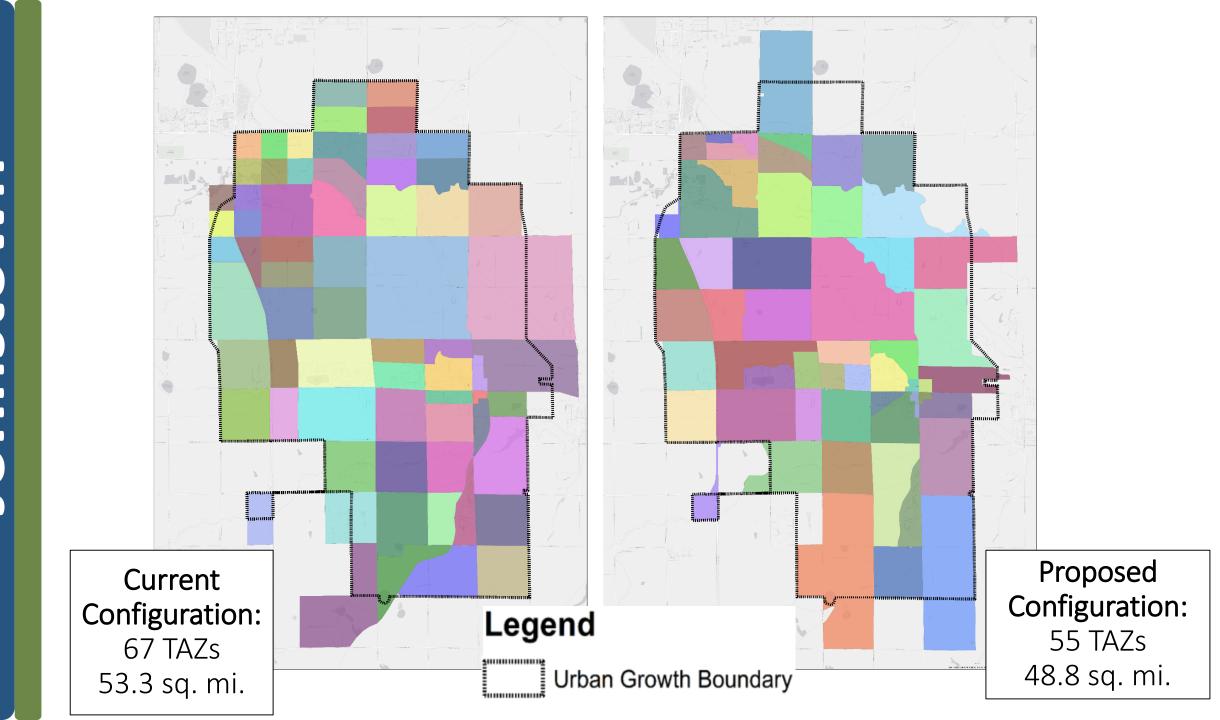
Proposed Configuration:

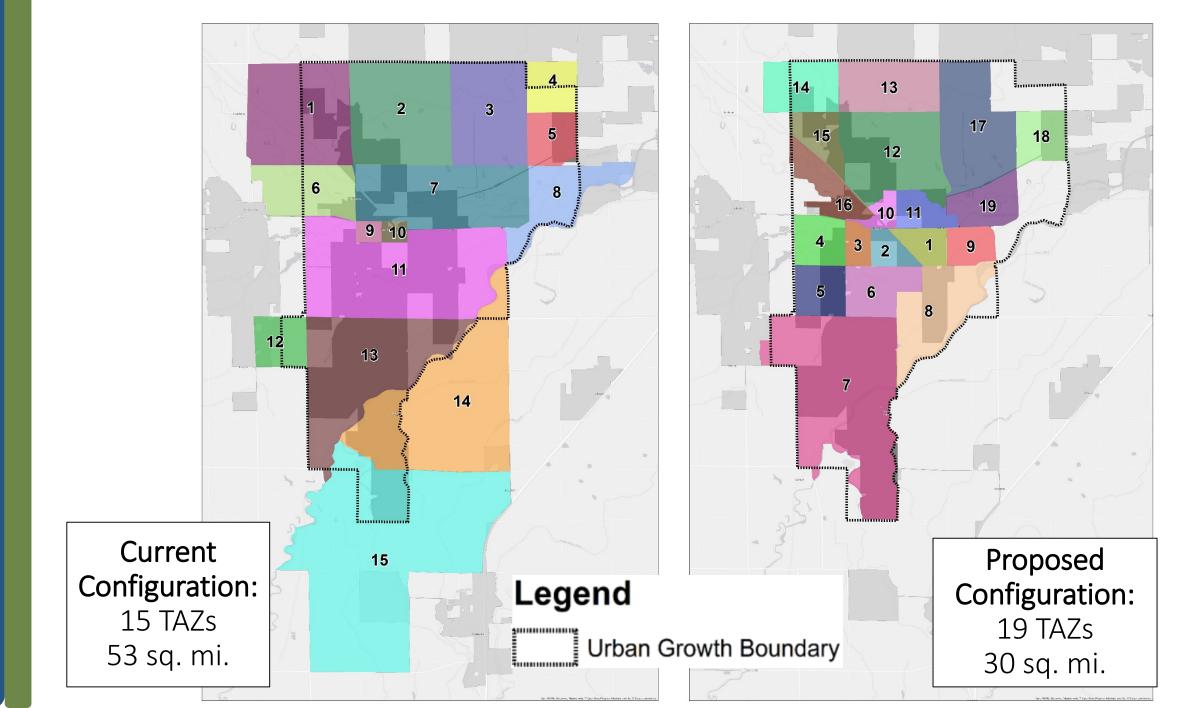
41 TAZs

36.8 sq. mi. Greeley







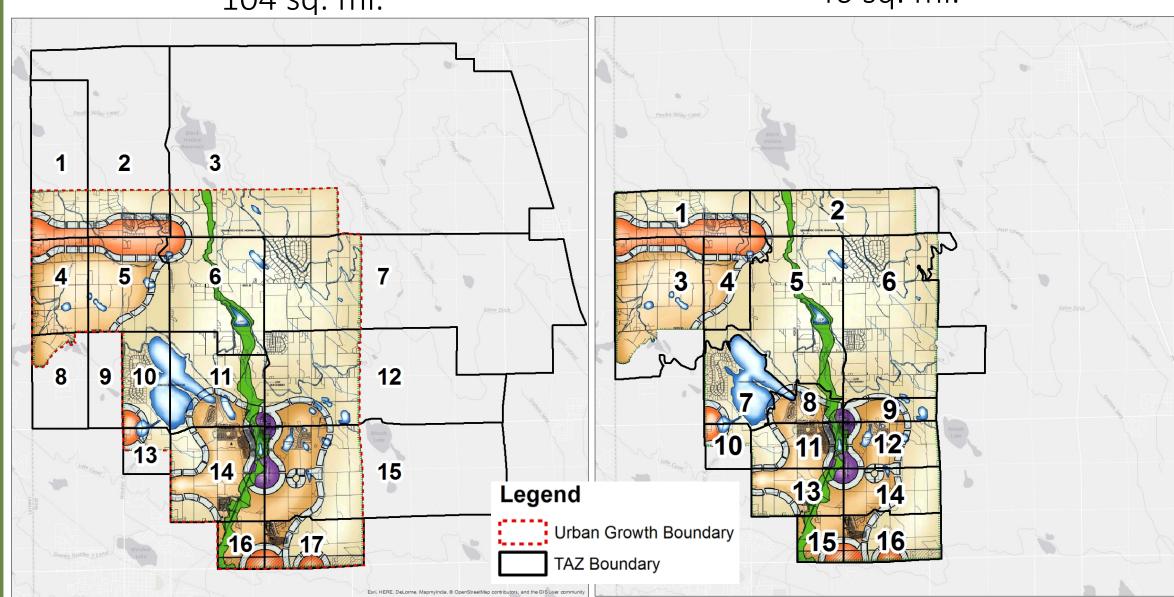


Current Configuration:

17 TAZs 104 sq. mi.

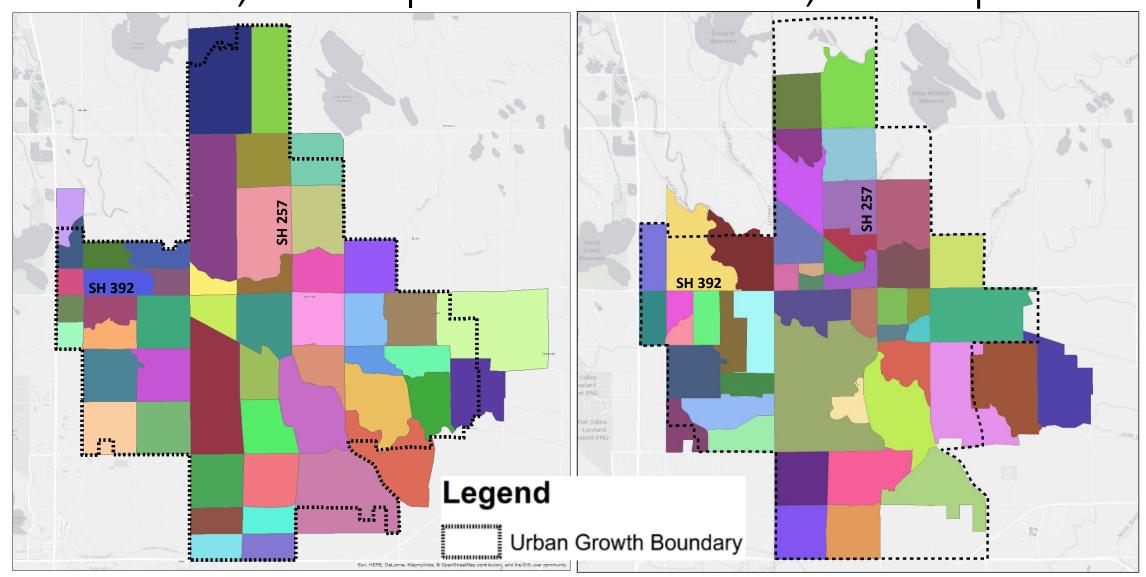
Proposed Configuration:

16 TAZs 46 sq. mi.



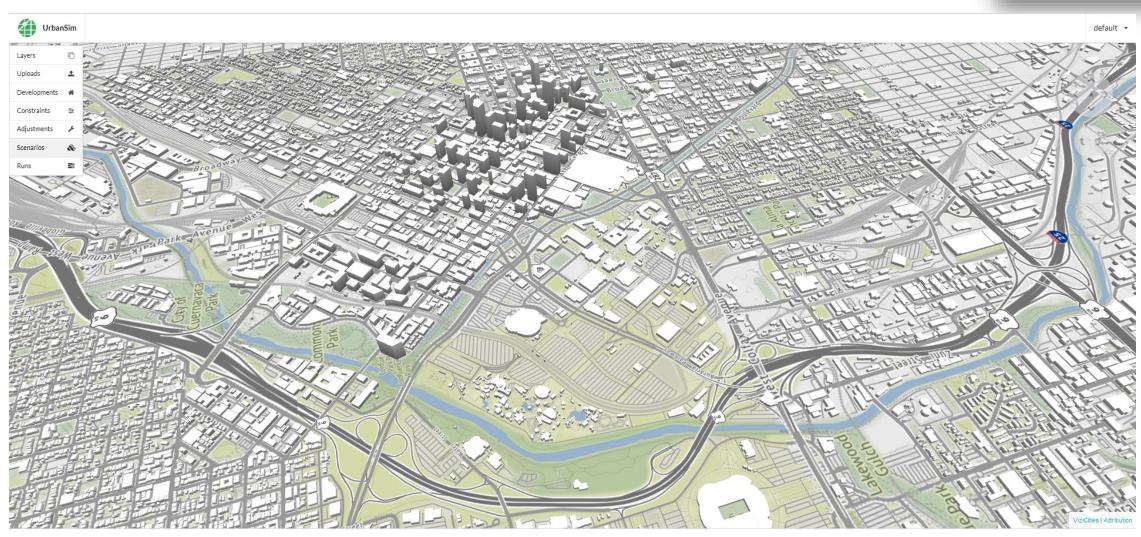
Current Configuration: 51 TAZs, 48.9 sq. mi.

Proposed Configuration: 49 TAZs, 42.2 sq. mi.



UrbanSim





Next Steps



April 2017 – September 2017

- Update and meet with remaining NFRMPO member communities
- Issue RFP for the 2018 Travel Demand Model
- Work with UrbanSim to customize the user interface

October 2017 and Beyond

- Update TAZs in the Air Quality modeling area outside the NFRMPO boundary and meet with Estes Park, Wellington, Larimer County, and Weld County
- Obtain 2045 future land use maps from each community, as they are available

Contact Information



For more information:

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North Front Range MPO Area - Project Status Updates (25 May 2017)

Roadway / Segment	<u>Status</u>		
SH14			
US287 PR at Ted's Place	Advertise June 2017		
US287 to I-25 Surface Treatment	In Design		
I-25			
Crossroads Blvd Interchange / Bridges	Construction is underway		
Truck Climbing Lane	Spring work underway weather permitting		
Design /Build	Final RFP out for Ad		
Fort Collins North Cable Rail	In Design		
Ramp Metering-	Signals installed and in flashing mode. Will be		
Harmony Rd SB	activated this month		
SH392 NB/SB			
US34			
Big Thompson Canyon Flood Repair	Road open for summer. Fall closure scheduled		
US34 Business in Greeley Surface Treatment	In Design		
PEL Study	Progressing		
SH60			
US287 to Milliken Resurfacing	Construction is underway		
WCR 40 Intersection Improvements	In Design		
SH257 PR (Milliken) – Little Thompson Structures	Construction is underway		
US85			
Eaton to Ault- ADA ramps & Resurfacing	Construction is underway		
US85 PEL Study	Final signatures slated for June 2017		
US287			
SH1 to LaPorte Bypass	Construction is underway		
Road damage near Larimer CR 17	Construction is underway		
SH392			
US85 Intersection	Construction is underway		
SH402			
Larimer CR 9E	Construction is underway		