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Champions for Change: Metro staff members worked closely with Brendon Sher, strategic business consultant for the Los Angeles Community College District, to develop a new training program to increase employee awareness of sustainability. Pictured are, from left, Sher, Krishniah Murthy, Deputy Chief Officer, Capital Management; Marion Jane Colston, Director, Strategic & Organizational Planning; Cris Liban, Environmental Compliance & Service Manager, and Cynthia Shaver, Senior Development Training Specialist. Not pictured, Board Member Pam O'Connor. *Photo: Gayle Anderson*

### Metro's Sustainability Training Program Earns National Honors

- National Transit Institute Awards 'Model Program of the Year' to Metro's 'Champions for Change' – a training program designed to teach staff how to achieve transportation agency's sustainability goal.
- See myMetro.net report from the first training session March 12, 2009: [Sustainability 101: What is your Personal Initiative?](#)

(Nov. 5, 2009) Metro took top honors at the National Transit Institute (NTI) awards for a comprehensive and ground-breaking sustainability training program geared to employees charged with developing "best practices" to achieve sustainability goals.

Metro was presented with the 2009 Model Program Award during the Transit Training Awards ceremony, as part of the NTI Transit Trainers' Workshop held in Cleveland, Oct. 25–28. Training program director Marion Jane Colston, Strategic & Organizational Planning, and coordinator Cynthia Shavers, Senior Development Training Specialist, attended the national

workshop and accepted the award on behalf of the sustainability team.

Each year, awards are given to transit trainers who make outstanding contributions to their organizations. The awards are based on nominations from peers and serve to underscore the importance of quality training in the transit industry. This year's awards honored Metro in Los Angeles; Pierce Transit in Lakewood, Wash., and MV Transportation of Fairfield, CA.

After hosting two Sustainability Summits under the leadership of former Board Chair and current Board Member Pam O'Connor, Metro moved to the forefront as a regional transportation sustainability leader in Southern California, said Colston.

The agency implemented a comprehensive Environmental Policy centered on sustainability, and formally adopted the key strategic goal to "sustain the environment with efficiency and reduce greenhouse gas emissions." To begin to reach this goal, Metro developed a new training program designed to increase employee awareness of sustainability concepts and explain how they impact the agency and its employees, clients and customers.

Entitled "Champions for Change," the training program enabled staff to understand the value of the effort, not just as a directive from management, but as a way to keep Metro environmentally safe and economically viable.

Colston worked with LACCD's Felicitó Cajayon, Dean of Resource and Economic Development, to obtain a grant from the Chancellor's Office to fund the development of the program at no cost to Metro.

The course provides information on what "sustainability" actually is, and what employees can do at work and in their personal lives to not deplete the earth's resources, and become champions for change. The "3Rs" — Reduce, Reuse, Recycle — are highlighted as well as Metro's other climate change and environmental policies. The course also explores how Metro is addressing these concerns through greener fleets, green building and construction practices and procurement activities.

Participants received actual "green" components such as wildflower seeds embedded in their name tents and Certificates of completion printed on 100% post-consumer recycled paper to reinforce concepts presented in the course, said Colston.

"This program is an embodiment of how a simple idea can spark significant change," said Cris Liban, Environmental Compliance & Service Manager. "Through this training, our employees learn principles and actions they can apply in their personal lives. In this way Metro facilitates effective climate change management one personal sustainability initiative at a time."

Over 350 Metro staff members had completed the training by August 2009, and Metro anticipates on having another 300 staff complete the training by June 30, 2010.