

Request for Proposals

Organizational Development & Strategic Planning

The Spokane Regional Transportation Council (SRTC) is seeking proposals from qualified firms to provide organizational coaching and leadership development services that will strengthen individual and team performance, enhance organizational effectiveness, and support the development of the agency's strategic direction. This effort is identified in SRTC's Unified Planning Work Program (UPWP) with a budget of \$25,000.

SRTC serves as the federally designated Metropolitan Planning Organization (MPO) and the Washington State-designated Regional Transportation Planning Organization (RTPO) for Spokane County. In this role, SRTC brings together public agencies, elected officials, Tribal governments, transportation partners, and community stakeholders to collaboratively plan for the region's transportation future.

SRTC is governed by a Board of Directors comprised of elected officials from local jurisdictions, representatives of key transportation agencies, Tribal governments, and representatives of the region's major employers and freight industry. The Board is supported by two standing advisory committees: the Transportation Technical Committee (TTC), which provides technical expertise, and the Transportation Advisory Committee (TAC), providing community and citizen perspectives on regional plans and programs.

The organization is staffed by a team of eleven professionals, including transportation planners, a public engagement coordinator, administrative staff, and executive leadership. As the organization continues to evolve, SRTC seeks to strengthen internal collaboration, clarify organizational roles, foster leadership capacity, and build a shared vision for future success.

SRTC is seeking an experienced organizational coaching firm to design and facilitate a customized coaching and team development program. The engagement should include a combination of individual activities, team-based workshops, assessments, facilitated discussions, and other appropriate methods to:

- Strengthen communication, trust, and collaboration across the organization.
- Clarify individual roles, strengths, and contributions to organizational success.
- Identify opportunities to improve organizational effectiveness, productivity and team performance.
- Develop leadership capacity at all levels of the organization.
- Confirm shared priorities, values, and behaviors that support a high-performing organizational culture.
- Inform and support the development of SRTC's strategic plan and organizational priorities for the next three to five years.

The selected consultant should recommend an approach that reflects best practices in organizational development, coaching and strategic planning with consideration to the unique governance structure and collaborative nature of a regional public agency.

Proposals should describe the firm's recommended scope of work, facilitation techniques, project schedule, anticipated deliverables and outcomes. Respondents should demonstrate how the proposed program will achieve the project objectives within the established budget of \$25,000. The starting date for this activity is negotiable.

Please submit proposals by e-mail before August 11, 2026 to:

Lois Bollenback, Executive Director
Spokane Regional Transportation Council
lbollenback@srtc.org

SRTC MEMBER AGENCIES

- City of Airway Heights
- City of Cheney
- City of Deer Park
- City of Liberty Lake
- City of Medical Lake
- City of Millwood
- City of Spokane
- City of Spokane Valley
- Kalispel Tribe of Indians
- Spokane County
- Spokane Transit Authority
- Spokane Tribe of Indians
- Town of Fairfield
- Town of Latah
- Town of Rockford
- Town of Spangle
- Town of Waverly
- Washington State Dept of Transportation
- Washington State Transportation Commission