

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA – POLICY AND STAFF BRIEFING**

Item No. 7c  
Date of Meeting December 7, 2010

**DATE:** November 15, 2010  
**TO:** The POS Commission  
**FROM:** Tay Yoshitani, Chief Executive Officer  
Linda Styrk, Seaport Division Managing Director  
**SUBJECT:** Seaport Division Refocusing Effort

**BACKGROUND**

Since taking over the Seaport in March, the new managing Director has been collecting feedback and evaluating our organization at all levels, both internal and external. The challenge was to adapt the organization to the dynamic business, environmental and community needs while continuing to retain and attract customers in a highly competitive market. Although our demands and competition are increasing, it was equally challenging to meet these demands without increasing the number of employees. As a result, the Port of Seattle Seaport Division has been re-organized to:

- Shift more emphasis toward key priorities, essential functions and emerging needs;
- Reduce emphasis and resources where priorities have changed and demands have diminished over time; and
- Flatten the organization, clarify roles, align accountabilities and optimize utilization of existing employees.

Although these changes are designed to optimize our overall organizational effectiveness, they will also result in some employee impacts as we move forward with implementation. We are keenly aware of the role we play within the Port, in our community, and with our many partners to maintaining the vitality of our Seaport. We will make every effort to assure a smooth transition as we move forward with refocusing our organization.

**OTHER DOCUMENTS ASSOCIATED WITH THIS BRIEFING:**

PowerPoint Presentation