



Item 6: Strategic Planning Update

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Human Resources and Governance
Committee Meeting

ERCOT Public
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Strategic Planning Process

- Current plan covers 2014-2018
- Goals for the 2019-2023 ERCOT strategic plan:
 - ✓ Emphasis on ERCOT, Inc.
 - ✓ Clear & concise
 - Key areas of focus:
 - ◆ People
 - ◆ Technology
 - ◆ Grid & Market
 - Enable line-of-sight from plan to employee goals
 - ✓ Provide framework for evaluating future initiatives and determining priorities



Strategic Planning Process

ERCOT is using a planning process to involve Board, stakeholder, and employee input.



- Executives establish direction (mission, vision, areas of focus)
- Internal Strategic Planning Team defines opportunities and challenges facing organization to draft strategy
- Staff provides feedback through strategic team, focus group and surveys
- Board and stakeholders provide feedback through Board meetings and Segment sessions
- External review for robustness
- Facilitated by ERCOT's ERM & Strategic Analysis team

Strategic Planning Process Activities

- **August:**
 - Work with Board Members to schedule facilitated Segment sessions
 - Engage industry advisors to provide external review
 - Share draft strategic themes for stakeholder review
- **September:** Facilitate sessions with Board Members and Segments to review strategic direction feedback
(Tuesday, September 4th – Thursday, September 13th)
- **October:** Review feedback and finalize 2019-2023 Strategic Plan at October Board meeting



Draft Strategic Themes

Enhance operating capabilities

to maintain the reliability of an increasingly complex system

Improve information exchange

to facilitate collaborative interaction

Advance competitive solutions

for a changing industry

Optimize use of ERCOT, Inc.'s resources

to continuously provide high value services