

#### **Item 6: Strategic Planning Update**

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Human Resources and Governance Committee Meeting

ERCOT Public August 6, 2018

# **Strategic Planning Process**

Current plan covers 2014-2018

Goals for the 2019-2023 ERCOT strategic plan:

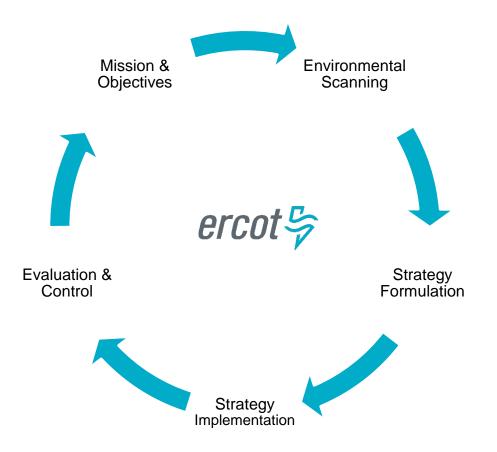
- ✓ Emphasis on ERCOT, Inc.
- ✓ Clear & concise
  - Key areas of focus:
    - ♦ People
    - ♦ Technology
    - Grid & Market
  - Enable line-of-sight from plan to employee goals
- ✓ Provide framework for evaluating future initiatives and determining priorities





# 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 4<sup>th</sup> – Thursday, September 13<sup>th</sup>)
- 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

