



Item 6: OKR and Strategic Plan Update

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Human Resource and Governance Committee Meeting

ERCOT Public

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Overview

- **Purpose**

- Provide an update on revised corporate priorities
- Highlight strategic planning timeline

- **Voting Items / Requests**

- No action is requested of the HR&G Committee or Board; for discussion only

- **Key Takeaways**

- A 2023 Objectives and Key Result (OKR) was revised to align with legislative action; next planned OKR update will be in August
- A timeline has been established to seek Board and Market Participant feedback on ERCOT's next strategic plan

Revised 2023 ERCOT Enterprise OKR

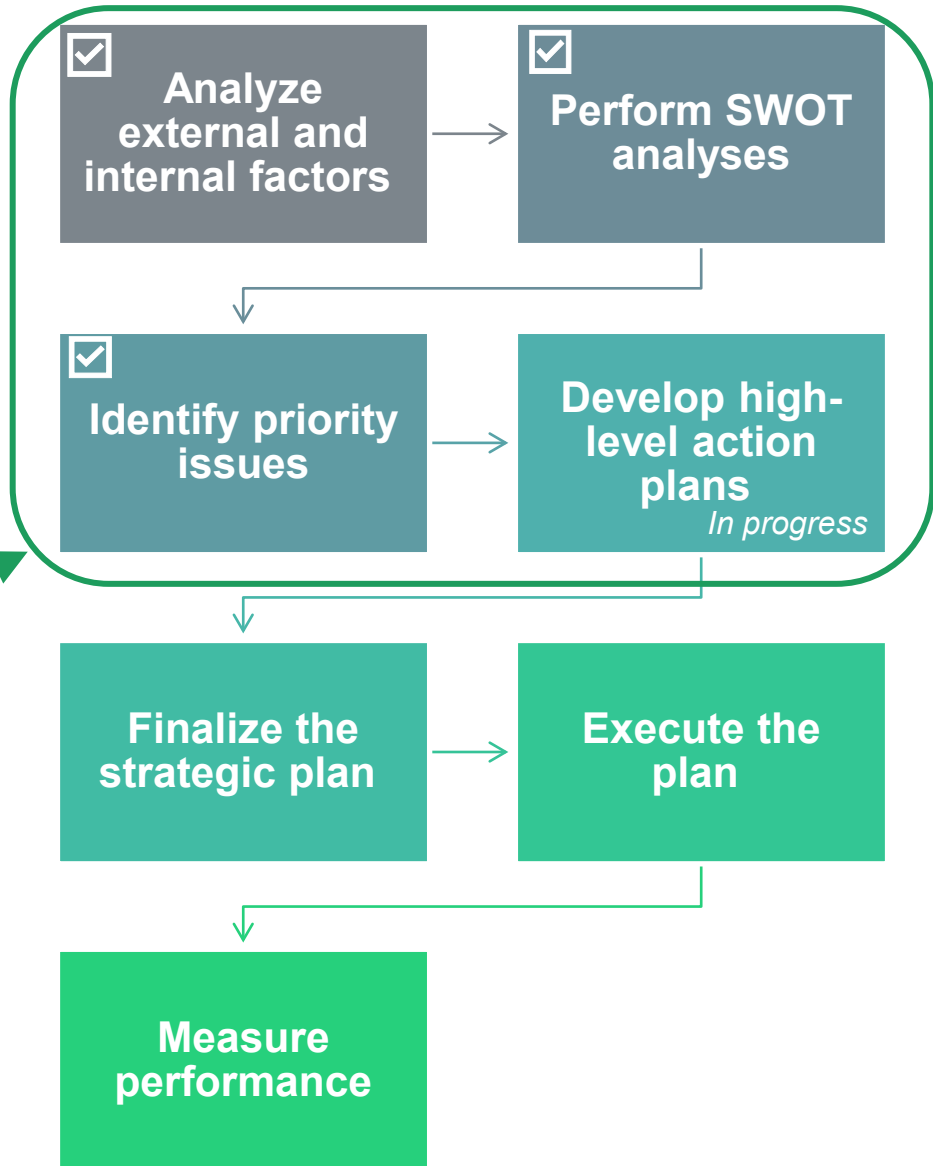
Objective 1: Improve grid reliability

Key Results (as measured by)	
Complete Energy Management System (EMS) upgrade (PR320-01).	Nov-23
Develop a plan for short-term option(s) to approximate Energy Storage Resource (ESR) State-of-Charge (SOC) in Security-Constrained Economic Dispatch (SCED) and Reliability Unit Commitment (RUC) , where technically feasible.	June-23
<u>Complete key milestones to improve integration of Large and Flexible Loads into the ERCOT grid.</u>	<u>Oct-23</u> <u>Dec-23</u>
Implement market rule change requirements for Inverter Based Resources to mitigate Odessa event-like risk.	Dec-23

Key Takeaway: Since the legislature is considering bills related to large loads, ERCOT has adjusted its milestones to ensure guidance is accounted for in next steps.

High Level Strategic Planning Process

Strategic planning activities that are complete and/or in progress.



Key Takeaway: ERCOT has completed initial internal strategic planning process activities and is prepared to begin the external feedback process.

Proposed Feedback Timeline & Next Steps

Target Date	Activity/Action Item
April 2023	<ul style="list-style-type: none">• Request Board members to provide feedback prior to June meeting• Request TAC Segment leadership to coordinate Segment feedback• ERCOT to share a document to prepare for Segment meetings
May 2023	<ul style="list-style-type: none">• Segment meetings to discuss priority issues for next five years• Continue to refine plan based upon feedback
June 2023	<ul style="list-style-type: none">• Update HR&G on Segment session feedback and finalize plan
July 2023	<ul style="list-style-type: none">• Incorporate any additional feedback and complete publishing work
August 2023	<ul style="list-style-type: none">• ERCOT 2024-2025 Strategic Plan available