



Item 7: Strategic Goal Update

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Human Resources and Governance
Committee Meeting

ERCOT Public
August 30, 2023

Overview

- **Purpose**

Provide an update on the status of corporate priorities.

- **Voting Items / Requests**

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

- **Key Takeaways**

- 2023 Objectives and Key Results (OKRs) were created to establish corporate priorities.
- Except for one, Key Results are either on track or have been completed.
- Four new Key Results were added to reflect priority work for the remainder of the year.

2023 ERCOT Enterprise OKRs

1

Improve grid reliability

2

Complete market-facing initiatives advancing reliable operations, market systems and data transparency

3

Implement improvements in technological capabilities and financial processes

2023 ERCOT Enterprise OKRs

Objective 1: Improve grid reliability

Key Results (as measured by)		
Complete Energy Management System (EMS) upgrade (PR320-01).	Nov-23	On Track
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	Complete
Complete key milestones to improve integration of Large and Flexible Loads into the ERCOT grid.	Dec-23	On Track
Implement market rule change requirements for Inverter Based Resources to mitigate Odessa event-like risk.	Dec-23	Not Trending
Implement key milestones for the Reliability Standard .	Dec-23	New

Key Takeaway: Inverter Based Resources Key Result is not trending due to extended discussions in stakeholder process. OKR added for Reliability Standard work.



2023 ERCOT Enterprise OKRs

Objective 2: Complete market-facing initiatives advancing reliable operations, market systems and data transparency

Key Results (as measured by)		
Execute phase 2 requirements for Firm Fuel Supply product.	Nov-23	On Track
Implement key milestones for Creation of ERCOT Contingency Reserve Service (ECRS) (PR386-01) changes.	July-23	Complete
Proceed with Real-Time Co-optimization (RTC) to include Single Model with State of Charge (SOC) accounting.	July-23	Complete
Placeholder: PUCT directed Market Redesign. Develop proposed bridge recommendations.	April-23	Complete

Key Takeaway: Three Key Results have been completed. Firm Fuel Supply is on track for defined measures.

2023 ERCOT Enterprise OKRs

Objective 2: Complete market-facing initiatives advancing reliable operations, market systems and data transparency

Key Results (as measured by)		
Implement key milestones for the Real-Time Co-optimization plus Batteries (RTC+B) Program .	Dec-23	New
Implement key milestones for HB1500 Dispatchable Reliability Reserve Service (DRRS) Requirements.	Dec-23	New
Implement key milestones for the Operating Reserve Demand Curve (ORDC) effort.	Dec-23	New

Key Takeaway: Added three new Key Results to reflect priority market design work for the remainder of the year.

2023 ERCOT Enterprise OKRs

Objective 3: Implement improvements in organizational, technological and financial capabilities and processes

Key Results (as measured by)		
Procure and install key components of the aging data center infrastructure for the DC5 Infrastructure Refresh (PR342-00).	Dec-23	On Track
Implement key milestones to reduce treasury operational complexities .	Nov-23	On Track
Increase cyber security awareness of employees.	Dec-23	On Track

Key Takeaway: All Key Results are on track for defined measures.

Next Steps

- The 2023 final report will be presented in December.
- Management will begin work on developing 2024 OKRs.