



Item 7: 2024 Objectives and Key Results (OKRs)

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Human Resources and Governance Committee Meeting

ERCOT Public

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Update

- **Purpose**

Provide an update on the status of corporate priorities

- **Voting Items / Requests**

No action is requested of the Human Resources and Governance (HR&G) Committee or Board; for discussion only

- **Key Takeaways**

- 2024 Objectives and Key Results (OKRs) were created to establish corporate priorities in alignment with the 2024-2028 Strategic Plan

2024 ERCOT Enterprise OKRs

1

Be an industry leader for grid reliability and resilience

2

Enhance the ERCOT region's economic competitiveness with respect to trends in wholesale power rates and retail electricity prices to consumers

3

Advance ERCOT, Inc. as an independent leading industry expert and an employer of choice by fostering innovation, investing in our people, and emphasizing the importance of our mission



2024 ERCOT Enterprise OKRs

Objective 1: Be an industry leader for grid reliability and resilience

Key Results (as measured by)	
Develop requirements for future Resources to allow continued development of Inverter Based Resources to ensure reliability and stability	Dec-24
Develop requirements for existing and future Resources and large loads that reduce the risk of having a loss of load event due to system instability	Dec-24
Establish processes necessary to support the continued evaluation of the Reliability Standard	Dec-24
Incorporate the limited duration parameters of Energy Storage Resources in appropriate ERCOT systems and analyses	Dec-24
Modernize Transmission Planning processes to match the challenges of a rapidly changing grid	Dec-24
Implement PUC Approved Performance Credit Mechanism (PCM) key milestones	Dec-24
Increase cyber security awareness of employees	Dec-24

2024 ERCOT Enterprise OKRs

Objective 2: Enhance the ERCOT region's economic competitiveness with respect to trends in wholesale power rates and retail electricity prices to consumers

Key Results (as measured by)	
Implement key milestones for the Real-Time Co-optimization plus Batteries (RTC+B) Program	Nov-24
Implement key milestones for HB1500 Dispatchable Reliability Reserve Service (DRRS) Requirements	Aug-24
Improve enterprise quality assurance and continuous improvement	Dec-24
Implement key milestones to reduce treasury operational complexities	Dec-24

2024 ERCOT Enterprise OKRs

Objective 3: Advance ERCOT, Inc. as an independent leading industry expert and an employer of choice by fostering innovation, investing in our people, and emphasizing the importance of our mission

Key Results (as measured by)	
Increase meaningful participation in academic and industry forums , and through hosting groups who want to learn more about ERCOT	Nov-24
Advance transparency, communication, and improved use of digital channels by completing key market facing and internal initiatives	Dec-24
Achieve key milestones for the Grid Transformation effort	Dec-24
Elevate ERCOT's culture of excellence	Dec-24