



# Technology Platform & Workforce Transformation

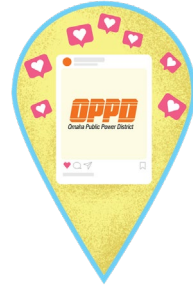
Presented to OPPD Board of Directors  
Presented by Steve Brown & Nina Swanson  
Presented on May 19, 2022

# Strategic Initiatives Enable Our Mission, Vision

Technology Platform



Customer Engagement Framework



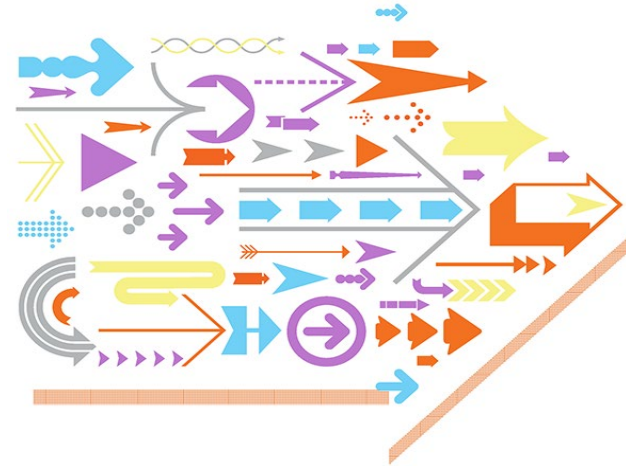
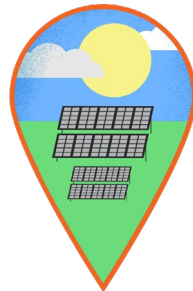
Electric System Evaluation & Modernization



Workforce Transformation (WTSI)



Pathways to Decarbonization



**POWERING THE  
FUTURE TO 2050**

# WTSI & TPSI Objectives



## Workforce Transformation Strategic Initiative

To develop a framework to ensure workforce readiness for changes related to the developing operations model; to support OPPD's evolution as a utility of the future; and promote OPPD's position as an employer of choice.



## Technology Platform Strategic Initiative

To create a sustainable technology base that cultivates customer and employee confidence and directly aligns with the holistic goals of OPPD.

# Two SIs, One Mutual Goal



**Workforce Transformation  
Strategic Initiative**

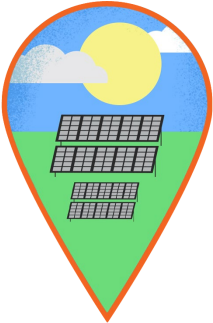


**Technology Platform  
Strategic Initiative**

To make working at OPPD easier and more fulfilling.

# Building a Foundation with WTSI & TPSI

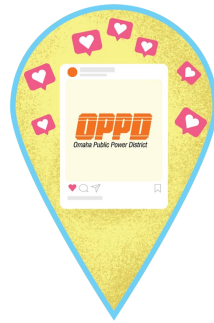
Pathways to Decarbonization



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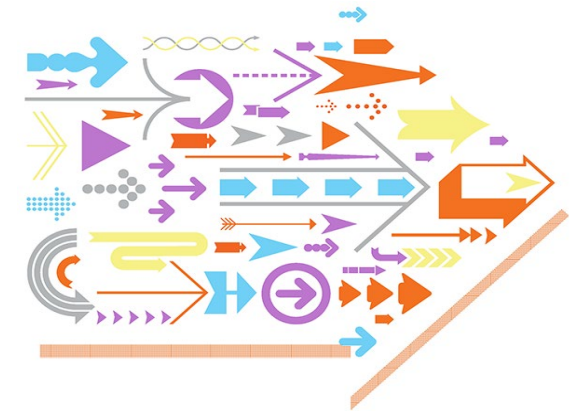
Customer Engagement Framework



Workforce Transformation (WTSI)



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POWERING THE FUTURE  
TO 2050

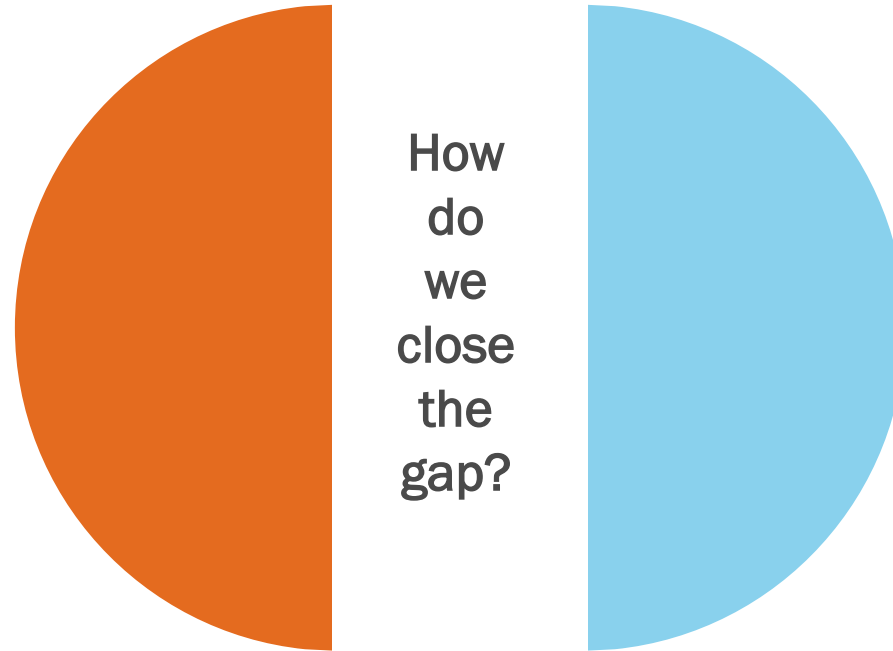
# Leveraging the Voice of Employees & the Business



# The WTSI Approach

## Current State

- Engaged workforce
- Connected to community
- Pride in work
- Rigid approach to work
- Hierarchy dependencies
- Role-bound work
- Policy & program-based environment

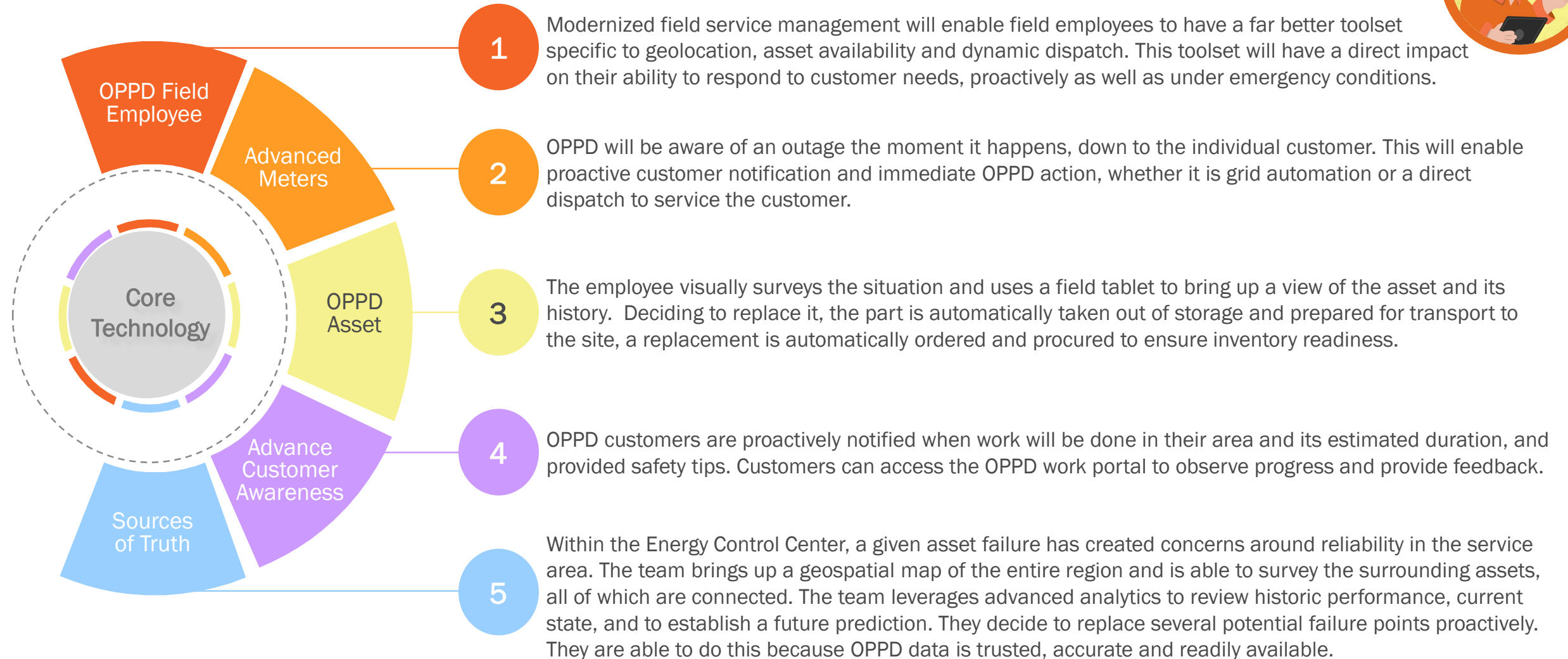


- Focus on **people-first experiences**
- Build a robust **learning organization**
  - Enable **leadership at all levels**

## Future State

- Engaged workforce
- Connected to community
- Pride in work
- Flexible approach to work
- Empowered teams
- Agile work roles
- Balanced approach to risk and policy

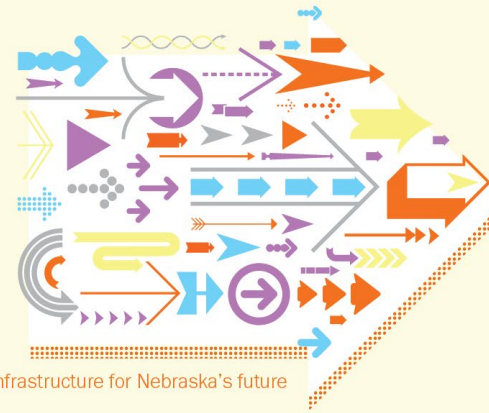
# Advantages & Outcomes





# We enable the future of OPPD

POWERING THE FUTURE TO **2050**



Workforce  
Transformation (WTSI)



Technology  
Platform (TPSI)



# Questions?