

# **Workforce Transformation Strategic Initiative Update**

McKell Pinder, Director – Total Rewards Board of Directors Meeting December 9, 2020

## **Discussion Highlights**



• The Need



An Overview



- The Approach
- The Timeline





**Strategic Vision 2050** Budget Workforce Technology Strategic Initiatives District-level Initiatives Business Plans x 9 Core Business Strategic Directives & Guiding Principles





# Our Business Is Changing

Decarbonization

Changing generation landscape

Update our aging electric infrastructure

Grid Modernization

Customer Engagement

Changing customer expectations

Update technology for current and future use

Technology Platform

Why?







# **Supports the Strategy**

Pathways to Decarbonization

Customer Engagement for the Future

Electric System
Evaluation
& Modernization

**Technology Platform** 

WORKFORCE TRANSFORMATION

Why?



# **Connection to SD-8: Employee Relations**

### SD-8 mandates

- Develop and maintain a diverse and inclusive workplace reflective of OPPD's core values.
- Establish a goal to achieve topquartile performance in employee engagement for similar-sized companies.
- Engage its workforce in personal and professional development.

Points to







**Digital Dexterity** 

What?



### **The Pillars**





### **The End Game**

#### STRATEGIC INITIATIVE - OBJECTIVES



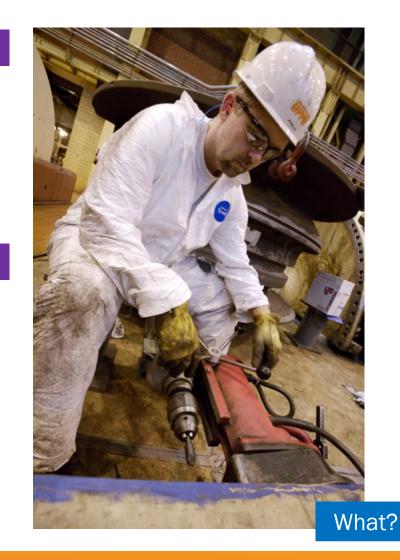
- (1) Develop a framework to ensure workforce readiness for changes related to the developing operations model;
- (2) Support OPPD's evolution as a utility of the future; and
- (3) Promote OPPD's position as an employer of choice.

#### **GOAL**



Deliver a comprehensive 10-year roadmap to:

- Ensure employees are 'skills-ready' for OPPD's future needs
- Improve the employee experience ecosystem by making it fluid and adaptable
- Promote and create a more diverse and inclusive workplace





# The Bridge Approach



How?



### Personnel





#### The Team

SI Manager McKell Pinder SI Coordinator

Meagan Wallace

A cross-functional team of employees, representing diverse experiences, will help shape the results.

Kelly Anderson	Travis Hoops
Anthony Armstrong	Ashley Liston
James Gould	Joel Robles
Greg Heine	

Advisor Nina Swanson Advisor Shon Bourke Consultant



### The Timeline





### The Timeline











# Questions

