Workforce Transformation Strategic Initiative Update

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

Why?
• The Need

What?
• An Overview

How?
• The Approach
• The Timeline
Strategic Vision 2050
Our Business Is Changing

Decarbonization
Changing generation landscape

Update our aging electric infrastructure

Grid Modernization
Changing customer expectations

Update technology for current and future use

Customer Engagement
What employees will feel...

- Agile company
- Continuous learning environment
- Engaged workforce
- Inclusive culture
- Wholesome workplace

Why?
Supports the Strategy

- Pathways to Decarbonization
- Customer Engagement for the Future
- Electric System Evaluation & Modernization
- Technology Platform

WORKFORCE TRANSFORMATION
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 top-quartile performance in employee engagement** for similar-sized companies.

- Engage its workforce in **personal and professional development**.

**Points to**

- **Culture**

- **Employee Experience**

- **Digital Dexterity**
The Pillars

Phases of Employment
Mobility and Modernization
Reimagining the Workplace

Inclusion
Comfortable with change
Psychological Safety

Culture

SD-8
Digital Dexterity
Employee Experience

Technical skills
Technology skills
Cognitive skills

The Pillars

Phases of Employment
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Psychological Safety
Comfortable with change
Inclusion

Culture
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

Here and Now

Workforce Transformation is the bridge

The Vision

Access current state

Define future state

How?
The Team

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

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<tr>
<th>SI Manager</th>
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<td>McKell Pinder</td>
<td>Meagan Wallace</td>
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<th>Kelly Anderson</th>
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<td>Ashley Liston</td>
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<td>James Gould</td>
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<td>Nina Swanson</td>
<td>Shon Bourke</td>
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The Timeline

1. **Initiation Phase**
   - Charter approval
   - Core team members selection
   - Consultant selection
   - Align with core team members and consultant

2. **Planning Phase**
   - Detailed Project and Communication Plan
   - Define the Future
   - Current State Assessment

3. **Execution Phase**
   - Create Action Plan

4. **Implementation, Monitor and Modify**

The Timeline:

- **Initiation Phase**
  - 2020 Q3 - Q4
  - 2021 Q1 - Q4
- **Planning Phase**
  - 2021 Q1 - Q2
- **Execution Phase**
  - 2022 Q1 - Q2
- **Implementation, Monitor and Modify**
  - 2022 Q3 - 2033+
# The Timeline

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### Board Updates

- Shaped by the SMT and the Steering Committee
- At significant milestones
...Our Reality!

- Agile company
- Engaged workforce
- Continuous learning environment
- Inclusive culture
- Wholesome workplace
Questions