



# Workforce Transformation Strategic Initiative Update

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

# Discussion Highlights

Why?

- The Need

What?

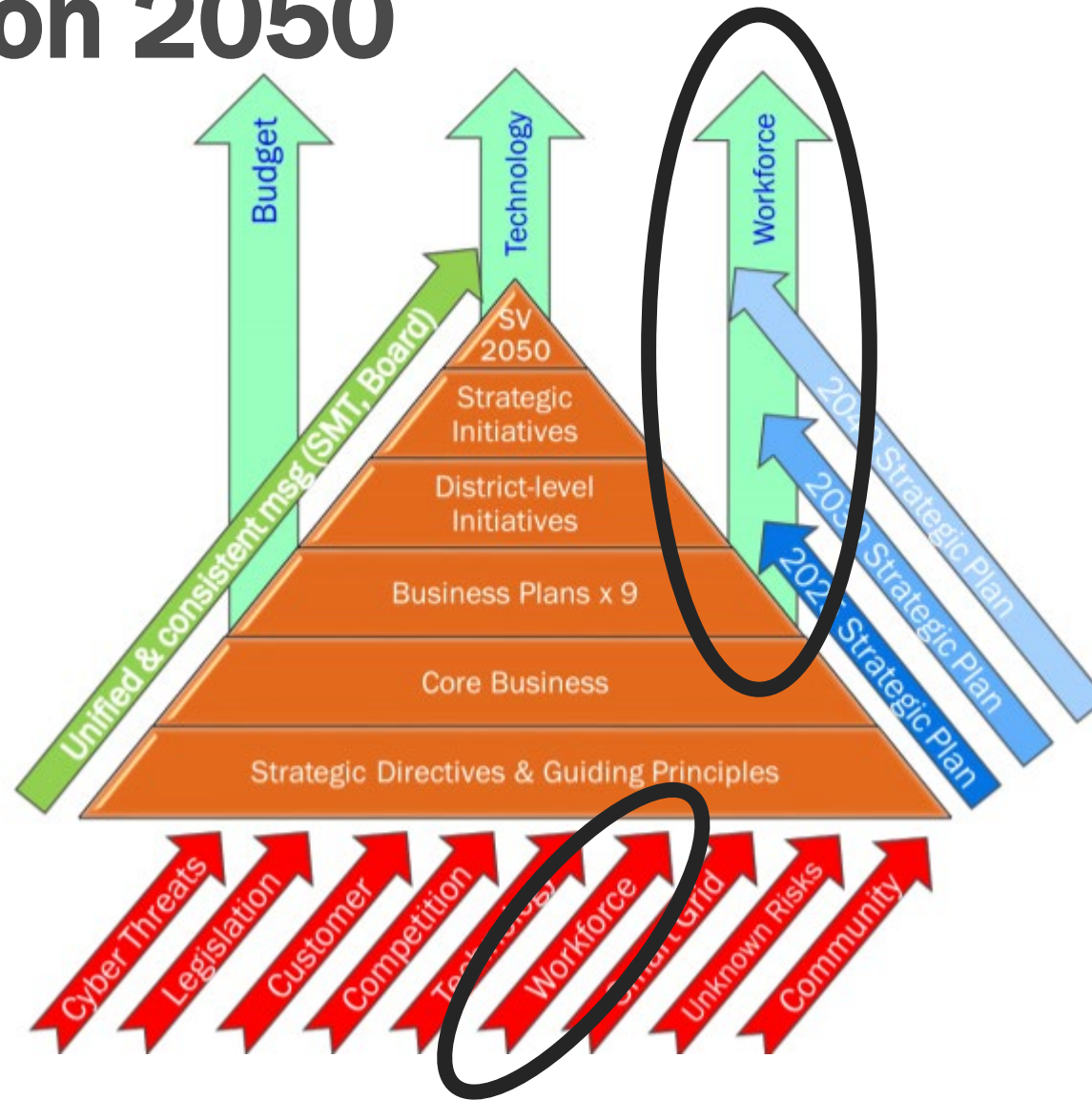
- An Overview

How?

- The Approach
- The Timeline

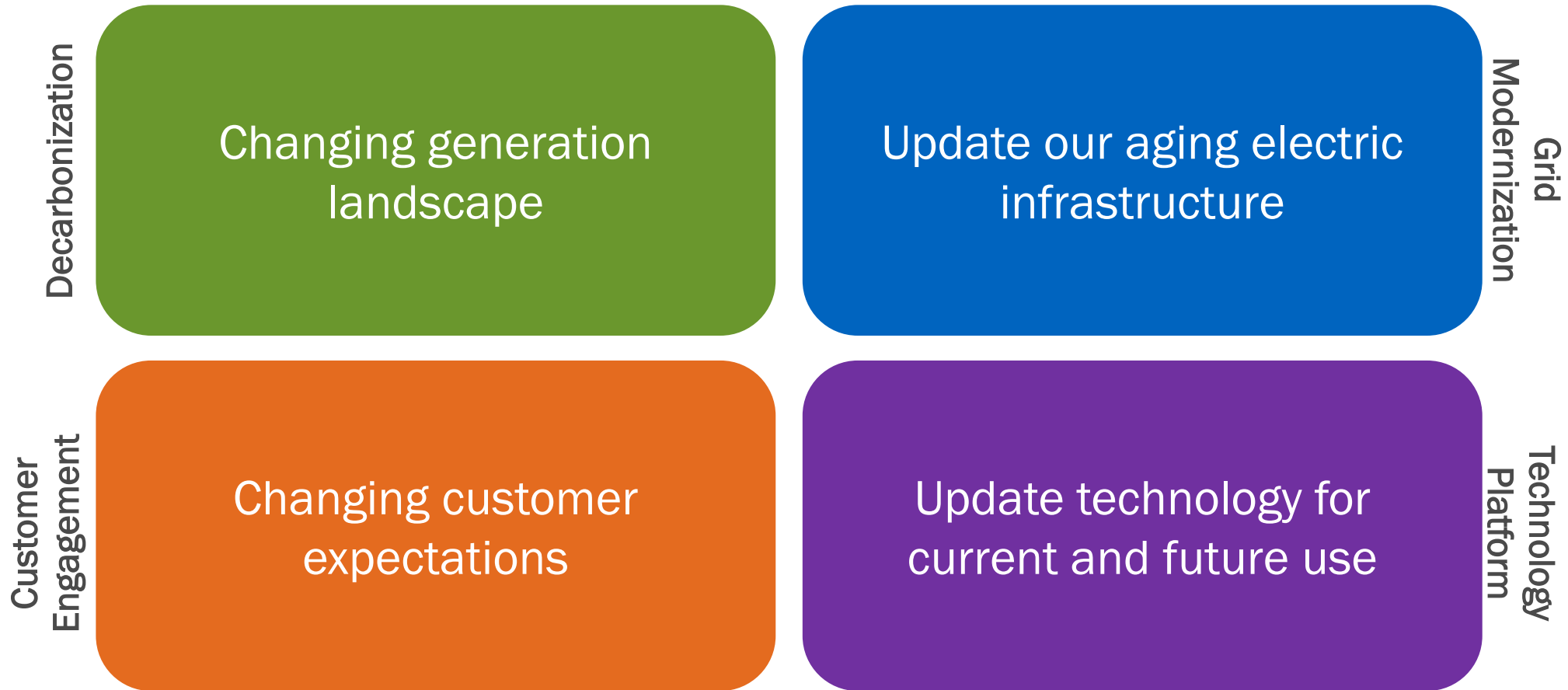


# Strategic Vision 2050



Why?

# Our Business Is Changing



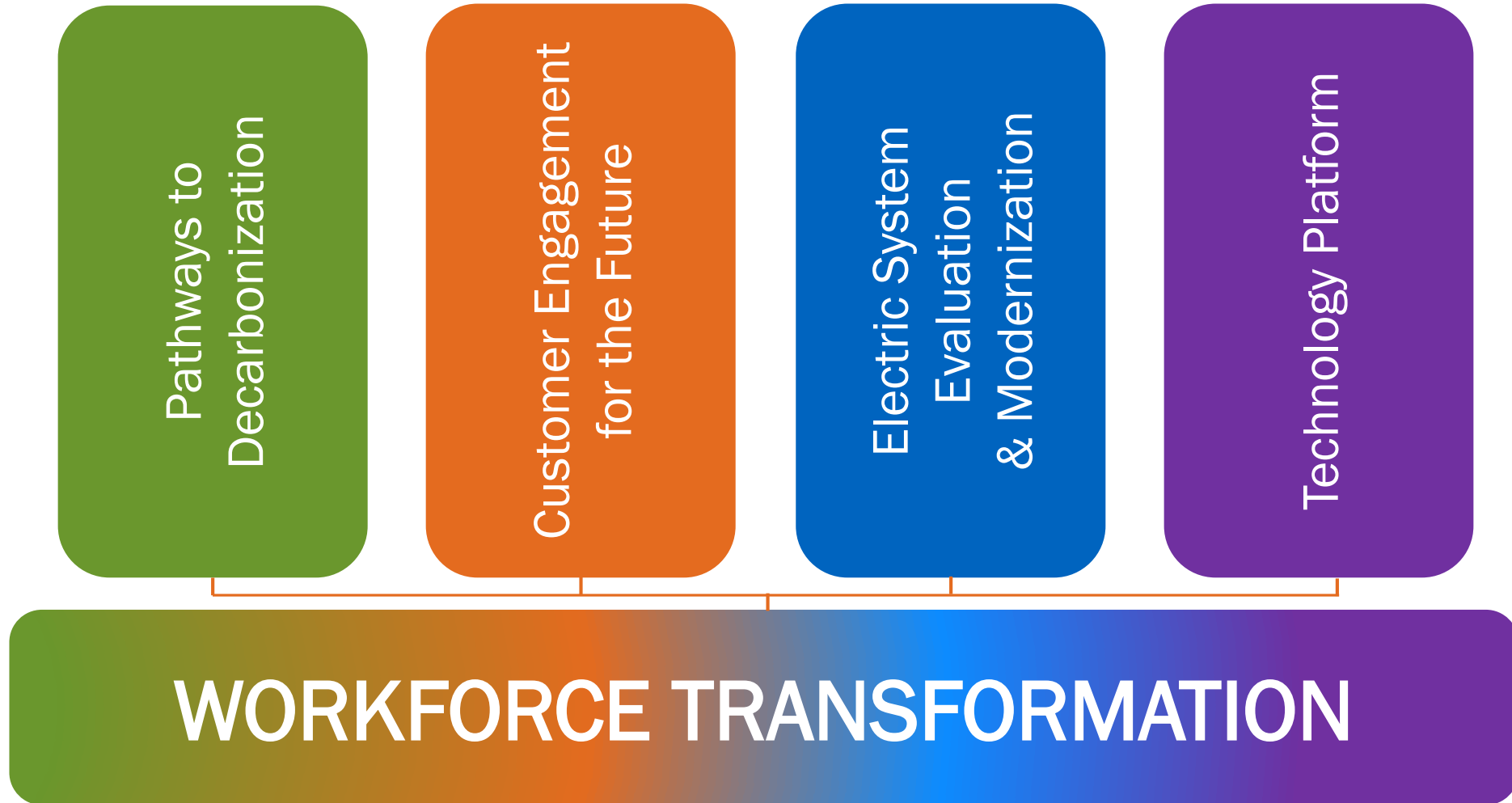
Why?

# What employees will feel...



Why?

# Supports the Strategy



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 top-quartile performance in employee engagement** for similar-sized companies.
- Engage its workforce in **personal and professional development**.



## Points to

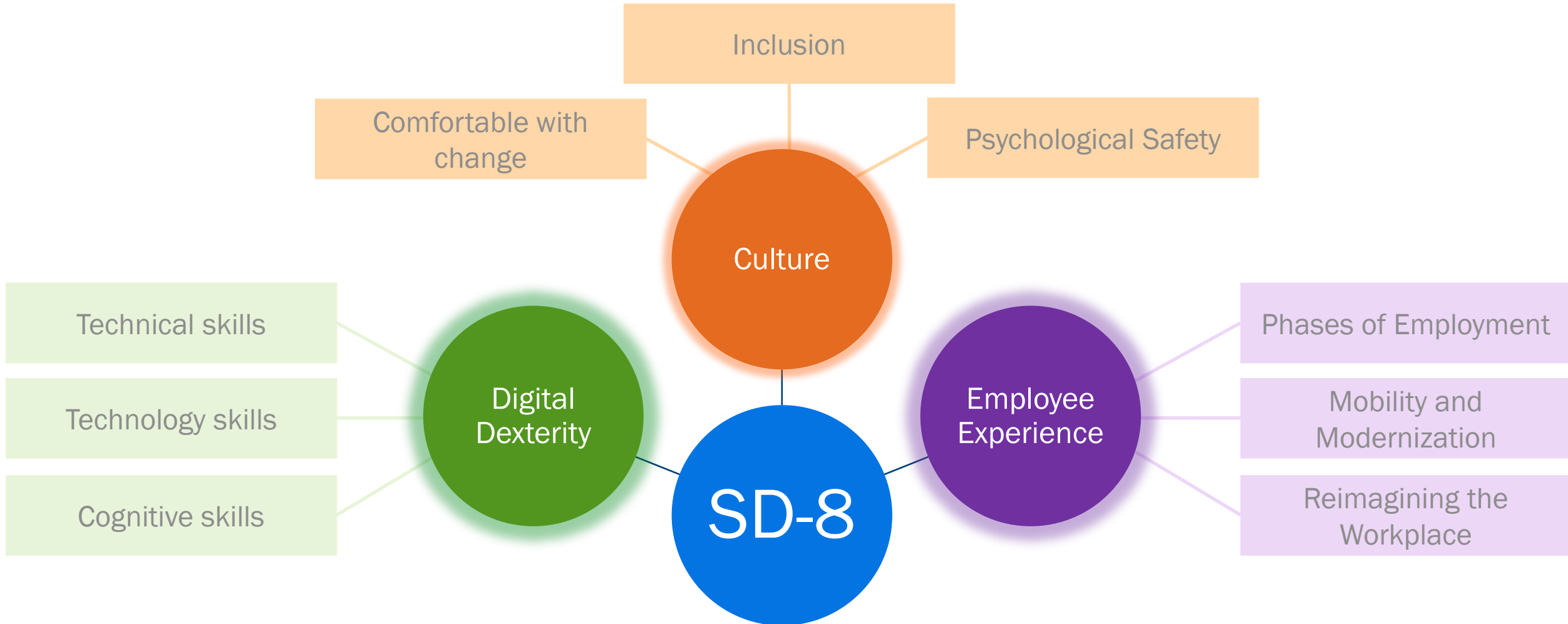
**Culture**

**Employee Experience**

**Digital Dexterity**

What?

# The Pillars





# The End Game

## STRATEGIC INITIATIVE - OBJECTIVES



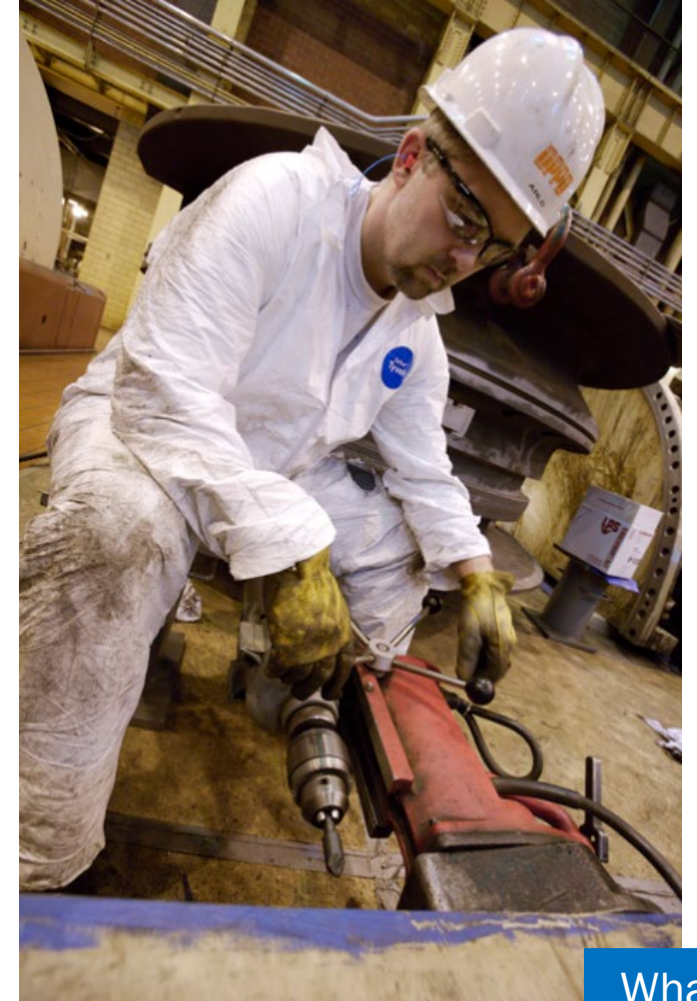
- (1) Develop a framework to ensure workforce readiness for changes related to the developing operations model;
- (2) Support OPPD's evolution as a utility of the future; and
- (3) Promote OPPD's position as an employer of choice.

## GOAL



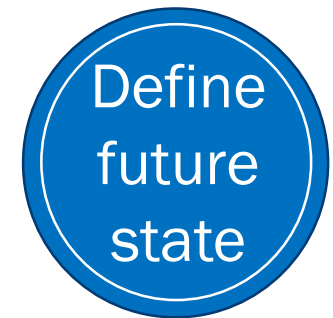
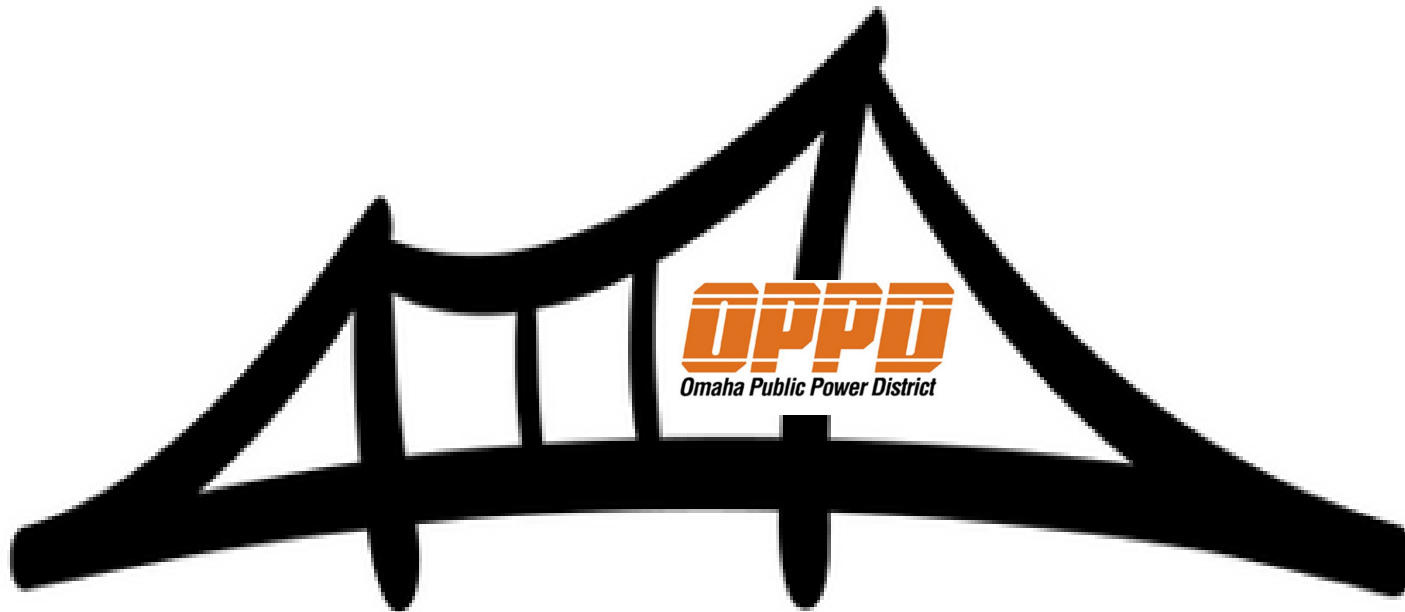
Deliver a comprehensive 10-year roadmap to :

- 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



What?

# 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

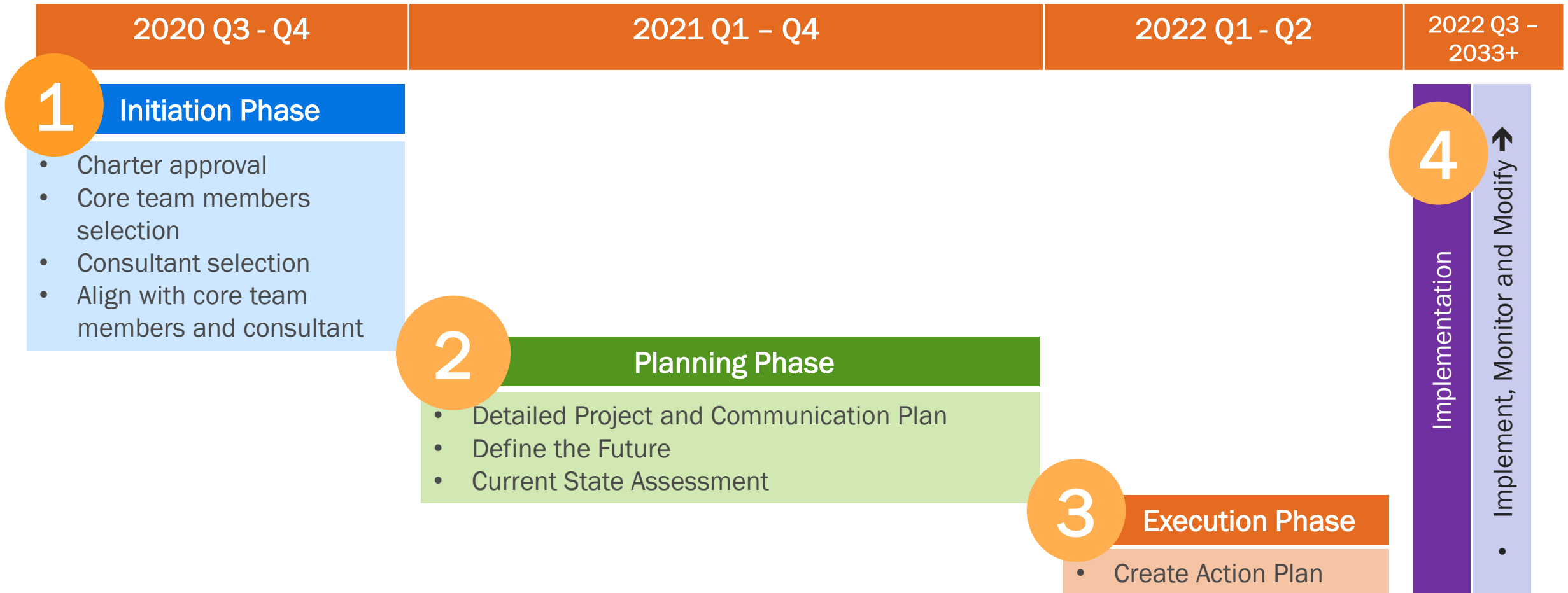
Nina Swanson

Advisor

Shon Bourke

Consultant

# The Timeline



# The Timeline



# ...Our Reality!







# Questions

