EMERGING LEADERS COHORT

PRESENTED BY:

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Vice President, People & Culture
August 26, 2019

Informational Update
OBJECTIVES & TAKEAWAYS

• REVIEW LEADERSHIP DEVELOPMENT

• HIGHLIGHT PILOT PROGRAM FOR EMERGING LEADERS
AGENDA

• WHY THE PROGRAM WAS DEVELOPED
• OVERVIEW & HIGHLIGHTS
• UPCOMING EVENTS
LEADERSHIP DEVELOPMENT
OUR PEOPLE FIRST JOURNEY

Foremen Leadership
(Aspiring foremen from across Operations)

People First Leadership
(Managers & org leaders)

Opportunity
(No corporate pre-manager leadership development)
THE SOLUTION
AN INTERNAL LEADERSHIP PROGRAM

• We are on the cusp of significant workforce transition.
• We need to retain our talented people.
• We must prepare future leaders today.
GAP = OPPORTUNITY

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Items that could only be offered by CPS Energy:

• In-depth site visits with each major business team
• Mentoring from CPS Energy executives
• Presentation & discussion with CPS Energy leaders
• Cohort projects to solve real issues / challenges
EMERGING LEADERS COHORT

A 9-month development program designed to provide participants with insight & exposure to our complex business, and the skills needed to lead in our organization.

Visit to Calaveras Power Station
THE JOURNEY BEGINS
APPLICATION & SELECTION

- 118 applicants from across our company
- 25 in-person interviews
- 16 cohort members selected
PARTICIPANTS SELECTED
SO MUCH TALENT!

Andrew Astudillo
5 years
Power Generation: Rio Nogales

Matthew Burke
3 years
Transmission Engineering

Roy Cervantes
2 Years
Treasury

Dena De La Fuente
2 years
Fleet Coordination
PARTICIPANTS SELECTED
SO MUCH TALENT!

Jose De La Vega
2 Years
Enterprise Information Technology

Ricky De Leon
15 Years
Customer Engineering

Robert Doege
29 Years
Driving Safety

Sharmila Gurrala
15 Years
Grid Transformation & Planning
PARTICIPANTS SELECTED

SO MUCH TALENT!

Harold Lambert
19 Years
Fleet Operations

Percy Manrique
4 Years
Power Generation: Braunig

Larry McHenry
31 Years
Transformer Shop

Robert Miller
16 Years
Financial Services
PARTICIPANTS SELECTED
SO MUCH TALENT!

Sid Ortiz
16 Years
Underground Construction & Maintenance

Jose Reyes
8 Years
Gas Construction

Ricci Schooler
3 Years
Metering Services

Blake Vaughn
16 Years
Power Generation: Coal Yard
Attendees participate in:

- 9 monthly workshops, each at a different team location
- Monthly mentoring sessions
- Capstone projects
THE JOURNEY
PROGRAM KICK-OFF - MARCH

Attendees included:
• Program participants
• Participants’ managers
• Program sponsors
• Program stakeholders
• Senior Leadership Team

2019 Emerging Leaders with Executive Mentors
CPS Energy Site Visits:

- Legislative Session visit
- Calaveras Power Station
- Personal protective equip. lab
- Meter Shop
- Customer Service operations
The mentoring sessions:
• Reinforce classroom learning
• Facilitate development discussions

Monthly leadership topics are covered by Mike Clemons & Ben Jordan
Leaders share:
- Details about their teams
- How they serve our customers
- Their approach to leading and living our core values
MOVING FORWARD

WHAT’S NEXT?

• CEO Chat Session
• Capstone projects
• Commencement & capstone presentations
• Feedback & next cohort preparation

Lean Six Sigma Workshop
Thank You