

Post Search Options

After your new CEO/GM is selected, our work isn't finished. To maximize early momentum and ensure strong first-year performance, our Executive Search service includes a Hogan assessment debrief, two transition coaching sessions, and a post-search consulting option through NRECA Consulting Services. In addition, we include one of the following post-search options to further support your cooperative's success. If you have a more comprehensive need than what is listed, please give us a call so we can create a solution for you.

CEO / GM OPTIONS

- **SMART Goal setting assistance for your 1st year appraisal:** NRECA partners with the board and the new CEO/GM to collaboratively define clear and measurable first-year goals, both strategic and competency-based. Once those SMART goals are established, we facilitate an online evaluation process that enables the board to conduct a meaningful and structured appraisal of the CEO's performance. *It is best that this option is chosen as early as possible in the new CEO/GM's first year*
- **Leadership Transition Coaching for CEO/GM:** A critical part of new CEO onboarding is how they lead the transition from the current state to their vision of how to operate the organization. The Leadership Transition Coaching assists the new leader in developing a plan for success in their new role, including how to determine what success looks like; how to get to know your new team; how understand the current culture and how to get to know key players and align with them. This program includes 5 hours of one on one discussion between the coach and the CEO and provides the CEO with a trusted confidant who can help them achieve their goals by assessing their new environment.
- **360 degree assessment and follow-up for CEO/GM:** High performing leaders are crucial to the success of any organization. A 360 assessment provides feedback from employees, peers, and the Board to foster important self-awareness of behaviors. This service includes the 360 assessment, a virtual debrief session with the CEO with a certified 360 assessment analyst and Board summary document preparation support.

ORGANIZATIONAL OPTIONS

- **Compensation Analysis for 5 individual positions, not including CEO/GM:** Ensuring that staff are paid competitively is important to attracting and retaining top talent. This program will conduct a market analysis of five cooperative positions, as selected by the cooperative, and return a report detailing the market value for these positions. NRECA staff use multiple salary surveys beyond just the National Compensation System, in order to accurately capture competitive market data for a broad range of industries (position dependent) and a broader section of the electric utility industry.
- **1 day Creating Productive and Positive Leadership Teams workshop:** This team coaching approach is more than a team building event. It is a methodology that supports building high performing teams. The approach provides a model that assesses the team's current effectiveness (whether that is the Board, Senior Leadership Team or work unit group) and assists them in developing action steps to improve the team's performance.
- **1 day Conquering Conflict workshop:** Conflict is extremely disruptive for an organization. Studies have shown that 65% of performance and productivity issues relate to strained relationships. This one day workshop helps work units, teams or entire organizations better understand how differences in perceptions can cause conflict. We examine the root cause of conflict, how to better understand each other and how to more effectively communicate constructive feedback without falling into conflict.
- **Company Wide Safety Culture Insight:** So you can have a good idea of how your employees feel about your culture of safety, this process surveys all levels of employee groups and gives a final report to the CEO of the perceptions of safety at the co-op. An NRECA Safety Professional will review the survey findings with the board and the CEO and conduct informational strategic planning to move forward, based on the survey results. This is a must for the new CEO to provide strategic leadership, with Safety as a top priority. *It is best that this option is chosen as early as possible in the new CEO/GM's first year*

ORGANIZATIONAL OPTIONS (Cont'd)

- **Baseline member survey focused on member satisfaction and loyalty:** Understanding members' satisfaction with the cooperative and their level of loyalty and engagement is a critical in ensuring that members understand and support the activities of the co-op. This survey will provide you with an understanding of your members' satisfaction with the co-op as well as to gain an understanding of what is driving that satisfaction. For co-ops that are Touchstone Energy® members, the survey can be used to obtain an American Customer Satisfaction Index (ACSI) score and percent of members that would be retained, if given a choice of electric providers. Additionally, the survey will include questions to determine how your co-op scores on the Member Loyalty Index (MLI), a statistically significant and reliable measure of member engagement and loyalty.

BOARD OPTIONS

- **Abbreviated Board Assessment:** A limited Board Assessment uses a selected set of survey questions to gain input on Board members about Board operations and governance issues. A Board Assessment focuses on policies and practices the Board utilizes. It has great value in ensuring Board work is performed at a maximum level.
- **Board Compensation Benchmarking Analysis:** The Board Compensation Benchmarking Analysis provides the Cooperative with an overview and a starting point for a Board's compensation conversation. In this analysis, the Cooperative's board compensation is compared with other cooperatives nationally and regionally in a variety of scenarios. In addition, the compensation is compared with a "cohort" or Peer Group of cooperatives selected based on similar characteristics to the subject cooperative, usually size or revenue, although other factors may be considered. The analysis also includes data from a national Board survey that encompasses other industries.

Please note that any associated travel expenses with your selection will be responsibility of the co-op.

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