

Vision	<i>By December 2013, we will successfully engage a committed and accountable workforce to achieve and sustain an INPO index score of 100.</i>		
Mission	<i>Lead the best, be the best!</i>		
Objectives	Action Plans	Strategies (Leader Behaviors)	
1. Performance Improvement – Ensure plant personnel consistently follow established human performance standards and use/adhere to human performance error reduction tools. (PI index being developed)	<ul style="list-style-type: none"> i. Conduct bi-weekly communication meetings with each direct report. Clearly articulate all expectations (email, F2F). Meet with Engineering Director weekly in one-on-one coaching. ii. Roll out One Page Plan to Leadership Team by 12/31/2013, and review monthly. iii. Ensure all ILT students successfully pass NRC exam in July (next summer) 2013. iv. Sustain CAP health index of 90% (green) through 2013. v. All SOERs and IERs satisfactorily implemented and sustainable by 7/31/2013. vi. Conduct formal quarterly counseling sessions (written) and informal coach-as-you-go, aligned with existing performance evaluation system for each direct report. 	<ul style="list-style-type: none"> A. More time in the field – Face time with employees B. Listen – be still, be patient C. Connect one person at a time D. Timing and words matter E. Body language matters F. Minimize sarcasm G. Present feedback as a gift H. Talk about the code of ethics I. Communicate why J. Leadership through presence K. Delegate to develop others L. Help people come up with their own answer M. Follow up & follow through N. Build a house on stone 	
2. Operational Focus – Ensure plant personnel exhibit the behaviors and practices that are necessary to achieve high levels of operational safety, reliability and site alignment.	<ul style="list-style-type: none"> i. Visit the control room twice a week and in the RCA once a week. ii. Meet with DSO and PGM every two weeks to communicate expectations and conduct brainstorming sessions through 2013. iii. Maintain on-line control room deficiencies & work arounds to <=/= 10 for 2013. iv. Achieve Operational Focus Index at top quartile value by Dec. 2013. v. Achieve top quartile ERI September 2013. 		
3. Work Management –Support and execute on line maintenance to achieve aggregate index of green by June 2013, and execute fall outage on schedule (44 days) and within budget.	<ul style="list-style-type: none"> i. Develop and execute outage readiness plan to include; procedure readiness, table tops, etc. by May 31, 2013. ii. Maintain CC/DC/CN/DN backlogs at top quartile values throughout 2013. iii. Drive timely completion of Critical Component PMs deep in grace to zero by June 30, 2013. iv. Attend OLRB when on site and no hard conflicts, at least 50% of the meetings. v. Consistently achieve goals for schedule adherence and scope stability for online schedule execution. 		
4. Engaged Workforce – Improve organizational effectiveness by December 2013 (new measures being developed).	<ul style="list-style-type: none"> i. Conduct employee (small group) meetings weekly in 2013, communicating RNP Excellence Plan and capturing employee feedback, ideas. ii. Be present and visible in the shops/work areas at least twice each week through 2013. iii. Achieve zero recordable safety events and zero station level HU events through December 2013. 		
5. Resource Capacity – Execute staffing and development plans to achieve staffing targets for 2013.	<ul style="list-style-type: none"> i. Complete Succession Planning down to First Line Supervisor by June 30, 2013. ii. Develop “ready-now” candidates for every position down to supervisor by December 2013. 		

Focus

Alignment

Accountability

Results

Signed: _____ Date: _____