

SEPA Strategic Plan Summary

January, 2009



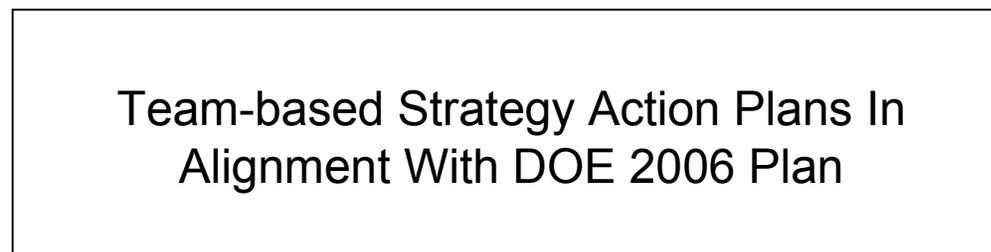
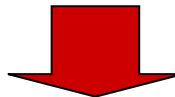
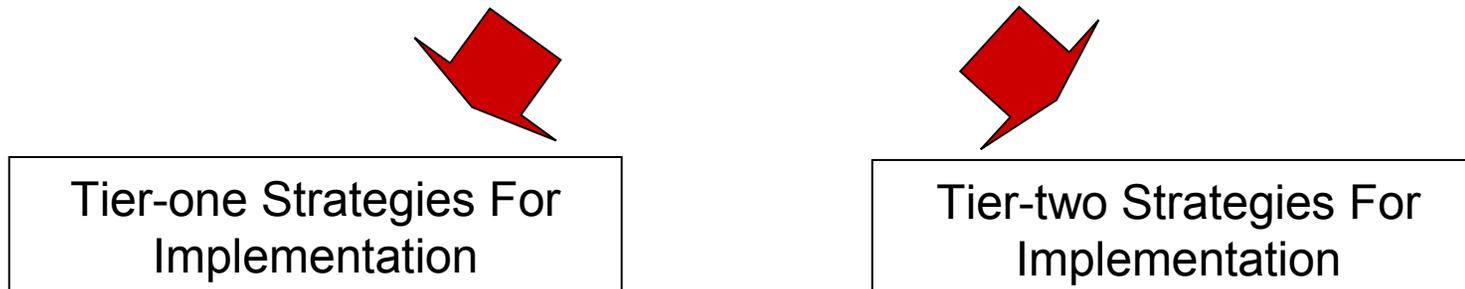
facilitator4hire
improving ROI on meetings

Southeastern Power Administration, 1166 Athens Tech Rd., Elberton, GA 30635-6711

High-level Goal Areas



Measurable Objectives





Vision and Mission

Vision

Southeastern Power Administration will foster a well-trained, flexible workforce in an open, rewarding and safe workplace.

SEPA will practice integrity and honesty with all partners, nurture creativity, and achieve results in a rapidly-changing electric utility industry and market.

Mission

The Mission of SEPA is to market and deliver federal hydroelectric power, at the lowest possible cost, to public bodies and cooperatives in the southeastern United States in a professional, innovative, customer-oriented manner, while continuing to meet the challenges of an ever-changing electric utility environment through continuous improvements.





SEPA Guiding Principles

We Believe employees are the most valuable resource.
Therefore, we will provide a safe and rewarding environment.

We Believe our customers deserve excellent service.
Therefore, we will strive to achieve a high degree of satisfaction.

We Believe in ethical conduct.
Therefore, we will conduct our business in an honest and professional manner.

We Believe we are stewards of our resources.
Therefore, we will manage these resources to the highest benefit.

We Believe in innovation.
Therefore, we will be open to new ideas.

We Believe in organizational accountability.
Therefore, we will be productive in the achievement of meeting agency program goals and priorities.

We Believe in employees' well being.
Therefore, we will promote wellness, employee health programs, and safety.

We Believe in open communication.
Therefore, we will foster an environment that encourages cooperation and collaboration among employees, customers, and other stakeholders.

We Believe that each employee accepts personal responsibility for their own professional development.
Therefore, we will encourage him/her to take initiative to grow and advance to their fullest potential.



Marketing and Delivery

Provide, Through Marketing Policies, Flexibility to Customers to Utilize SEPA Power

Provide & Maintain Delivery of Power in an Efficient, Reliable & Economic Manner

Promote Innovative Strategies to Address Ever-changing Challenges



Goal #1 Marketing & Delivery

MEASURABLE OBJECTIVES	BASELINE	1 YR	2 YRS	3 YRS
1.1 Have an annual review of PMP (power marketing policies & practices)	0	May 09	May 2010	May 2011
1.2 Maintain repayment such that actual unpaid investment is less than allowable unpaid investment.	100% Annually	100% FY09	100% FY10	100% FY11
1.3 Maintain rates at lowest possible cost consistent with sound business principles.	100%	100% FY09	100% FY10	100% FY11
1.4 Have submitted required reports showing SEPA compliance with Mandatory Reliability Standards	Ongoing	Ongoing Monthly	Ongoing Monthly	Ongoing Monthly



Customer Service

**Provide and Maintain High Customer Satisfaction
Through Partnering and Innovation**

MEASURABLE OBJECTIVES	BASELINE	2009-2013
2.1 Maintain Stakeholder Relationships: Alliance Team Cumberland Southeastern Federal Power Customers Joint Hydro Conference PMA Financial Coordinating Committee (FCC) Energy Efficiency & Renewable Energy (EERE) PMA Cyber Security Committee	2/yr 2/yr 4/yr 1/yr 1/yr 4/yr Monthly	Ongoing Ongoing Ongoing Ongoing Ongoing Ongoing Ongoing
2.2 Maintain MOAs among SEPA, Corps & Customers Operating MOAs South Atlantic Division, and Nashville District Project Rehabilitation Cumberland Kerr-Philpott GA-AL- SC Woodruff	As needed 1/yr 1/yr 1/yr In development	Ongoing Ongoing Ongoing Ongoing Completion Jan. 2010
2.3 Have SEPA Information Available for Stakeholders Increase awareness of SEPA Mission Website, measure "hits" monthly Liaison Visits SEPA Video Newsletter	Monthly 8/yr In development, add to website 4/yr	Ongoing Ongoing Ongoing Soon, June 09 Ongoing

Organizational Environment

**Promote Employee Development and Satisfaction
Through Leadership, Organization, Training, and
Teamwork, Within a Safe Working Environment**



Goal #3 Organizational Environment

MEASURABLE OBJECTIVES	BASELINE	1 YR	2 YRS	3 YRS
3.1 Have an organization that is effective to accomplish the agency's mission	6 months, Internal organizational examination complete	Approval by DOE HQ and core team	Re-examination/ Implementation Ongoing	
3.2 Achieve a succession plan that will enable recruitment, development, and retention of a qualified, diverse workforce	6 months, current plan needs evaluated to include budget considerations	Every 3 months, plan reviewed and reported	Ongoing	
3.3 Increase education and training to develop a highly-skilled and effective workforce	Currently maintain training records & yearly performance standards	Bi-annually review employee skills, training requirements and needs	Ongoing	
3.4 Have a safe, secure work environment (i.e. cyber, physical, facilities)	Current reporting requirements	Ongoing as required	Ongoing as required	





SEPA Alignment With DOE Strategic Themes

DOE STRATEGIC THEME: ENERGY SECURITY	
SEPA SUPPORTS ENERGY SECURITY IN THE FOLLOWING WAYS:	
DOE GOAL AREA	SEPA SUPPORTING MEASURABLE OBJECTIVES
1.1 Domestic Resource	1.1, 1.2, 1.3, 1.4, 2.1, 2.2
1.2 Alternative to Oil	1.1
1.2 No Carbon Emissions	1.1
1.3 Reliability	1.4, 2.1, 2.2
1.4 Productivity	1.1, 1.2, 1.3
DOE STRATEGIC THEME: MANAGEMENT EXCELLENCE	
SEPA SUPPORTS MANAGEMENT EXCELLENCE IN THE FOLLOWING WAYS:	
DOE GOAL AREA	SEPA SUPPORTING MEASURABLE OBJECTIVES
5.1 ,5.4 Effective Organization	3.1
5.2, 5.4 Succession	3.2
5.2, 5.4 Training	3.3
5.3, 5.4 Safety	3.4
5.1 Stakeholder Communication, Stakeholder Relationships	2.1, 2.3

