

TVA Selects Firm To Review Organizational Effectiveness

TVA has selected the firm of McKinsey & Company Inc. to complete a detailed review of TVA's systems, standards, controls and culture, as directed by the TVA Board at its July meeting.

In the wake of independent investigations performed by the firm of McKenna Long & Aldridge LLP and the TVA Office of Inspector General following the Kingston ash spill, the TVA Board directed management to develop an extensive remediation plan to ensure best practices in areas such as governance and accountability, corporate culture and organizational effectiveness.

To that end, TVA created a new organization, Corporate Governance & Compliance (CG&C), that will lead this effort with McKinsey & Company support. John Thomas is leading CG&C as senior vice president.

"TVA is beginning this important process to correct our deficiencies," says President & Chief Executive Officer Tom Kilgore. "It will be a means of improving our performance at every level in the organization."

The areas McKinsey will review include how to transform the organization, including governance and accountability, organizational structure, operating policy and procedures, and institutional capabilities.

TVA expects to implement the new plan in early 2010.

In addition, John Thomas says TVA launched its Organization Effectiveness Initiative this week. This effort aims to strengthen TVA's organizational capabilities to deliver on its mission and strategy, as well as to improve organizational effectiveness, cooperation and engagement within TVA.

Thomas says in the near future employees can expect to see several organizational-effectiveness initiatives, which are expected to include interviews, focus groups and the gathering data on TVA's current structure and processes to appropriately establish TVA's organizational baseline.