

2022 Annual Conference

# NEPPA Forward

Michael J. Hyland, PE  
Executive Director



**Northeast  
Public Power  
Association**

est. 1965

Northeast Public Power Association  
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August 15, 2022

# Agenda

- Introduction
  - Who's Mike Hyland
- The Need for Benchmarking
  - NEPPA vs the World
- NEPPA moving Forward

# ...who is this new Executive Director at NEPPA?

## The Basics:

- BSEE. Professional Engineer in NH
- Started career at Philadelphia Electric
  - #6 Fuel Oil Generation Facility w/ a steam boiler for heating downtown Philly
  - Eddystone Coal Plant – considered ‘Clean Coal’ in 1954. Dirty when closed in 2012.
  - PJM Fossil/Hydro and T&D Engineering
- PSNH/NU – 8 years
- APPA SVP Engineering 23+ years

# ...who is this new Executive Director at NEPPA?

## Other Basics:

- Wife's name is Colleen – married 32 years in October
- Three Children – engineers & musicians
  - Reid, Erik and Jodie



# Beyond the basics...

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Top 10 things you probably don't know about  
your new NEPPA Executive Director:

# Fun Fact #1

I am a Kentucky  
Colonel.  
Commissioned in  
2005 by Kentucky  
Governor Ernie  
Fletcher



## Fun Fact #2

I am one of  
Seven Brothers.





# Fun Fact #3

I am a co-inventor with three US Patents.

#9,297,723

#10,445,673

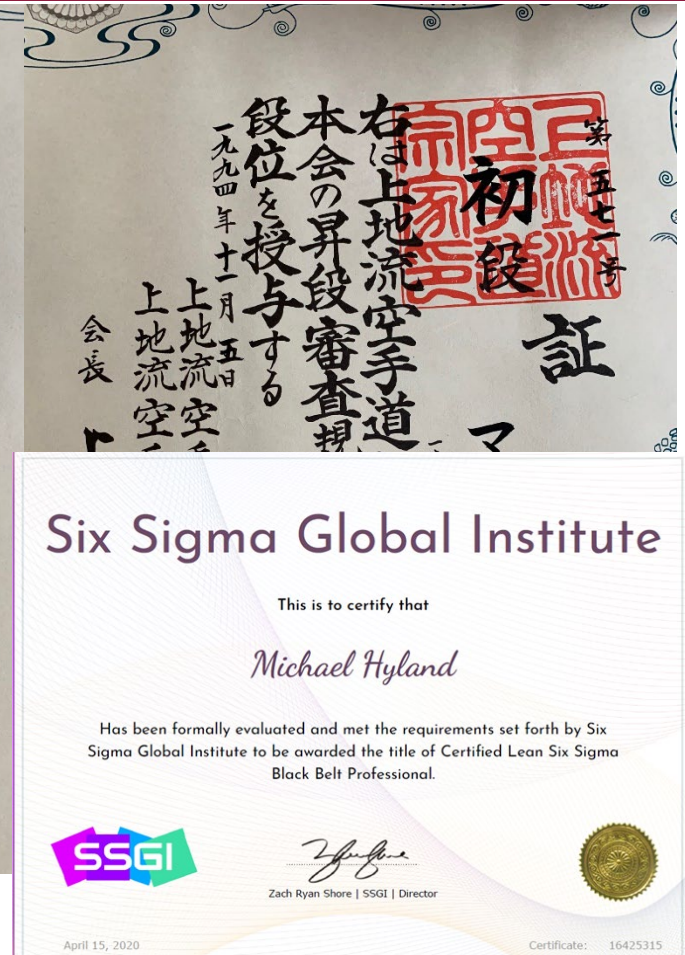
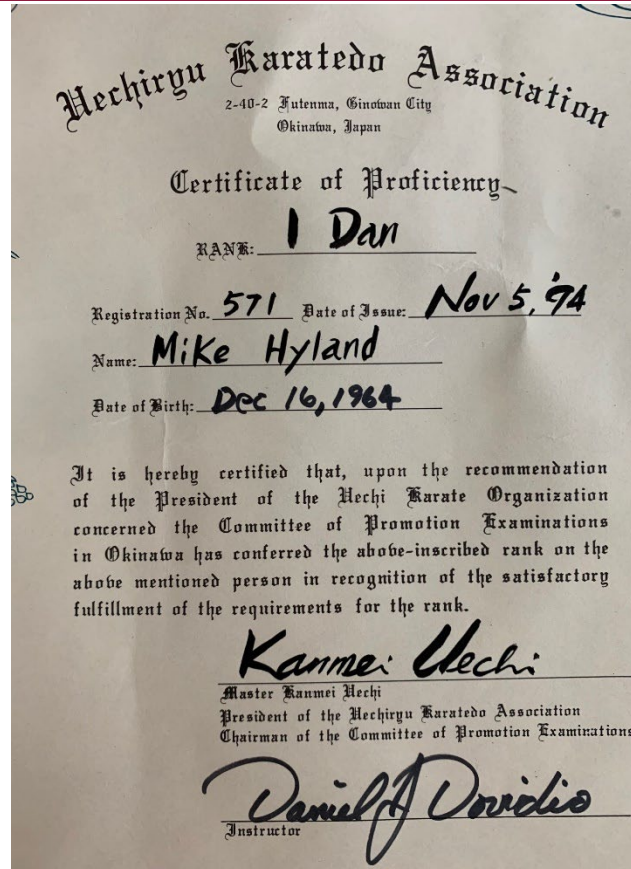
#10,977,593

(12) <b>United States Patent</b> <b>Hofmann et al.</b>		(10) <b>Patent No.:</b> <b>US 9,297,723 B1</b>
		(45) <b>Date of Patent:</b> <b>Mar. 29, 2016</b>
(54) <b>TRACKING AND ANALYZING SERVICE OUTAGES</b>		709/223; 706/12, 25, 45, 46, 48; 715/700, 715/734
(71) Applicant: <b>American Public Power Association Inc., Arlington, VA (US)</b>		See application file for complete search history.
(72) Inventors: <b>Alexander Hofmann, Silver Spring, MD (US); Michael John Hyland, Huntingtown, MD (US)</b>		(56) <b>References Cited</b>
(73) Assignee: <b>American Public Power Association Inc., Arlington, VA (US)</b>		U.S. PATENT DOCUMENTS
( * ) Notice: Subject to any disclaimer, the term of this patent is extended or adjusted under 35 U.S.C. 154(b) by 0 days.		8,682,623 B1 * 3/2014 Domijan et al. .... 703/2
		2012/0007707 A1 * 1/2012 Matai ..... 336/90
		2012/0150460 A1 * 6/2012 Balcerak et al. .... 702/58
		2012/0173296 A1 * 7/2012 McMullin ..... 705/7.14
		2013/0198847 A1 * 8/2013 Sampigethaya ..... 726/25
		2014/0012941 A1 1/2014 Smith et al.
		2014/0081998 A1 * 3/2014 Fan et al. .... 707/754
		(Continued)
		OTHER PUBLICATIONS
(21) Appl. No.: <b>14/541,924</b>		Rudin, Cynthia. "Machine Learning for the New York City Power Grid", IEEE Transactions on Pattern Analysis and Machine Intelligence, vol. 34, No. 2, Feb. 2012.*
(22) Filed: <b>Nov. 14, 2014</b>		(Continued)
<b>Related U.S. Application Data</b>		Primary Examiner — Gregory J Toatley
(60) Provisional application No. 61/904,663, filed on Nov. 15, 2013.		Assistant Examiner — Yoshihisa Ishizuka
		(74) Attorney, Agent, or Firm — Fish & Richardson P.C.
(51) Int. Cl.		(57) <b>ABSTRACT</b>
<b>G01W 1/00</b> (2006.01)		Methods, systems, and apparatus, including computer-readable storage devices, for tracking and analyzing service outages. Weather data and outage data are accessed. Based on the
<b>G06Q 10/00</b> (2012.01)		
<b>G01M 99/00</b> (2011.01)		



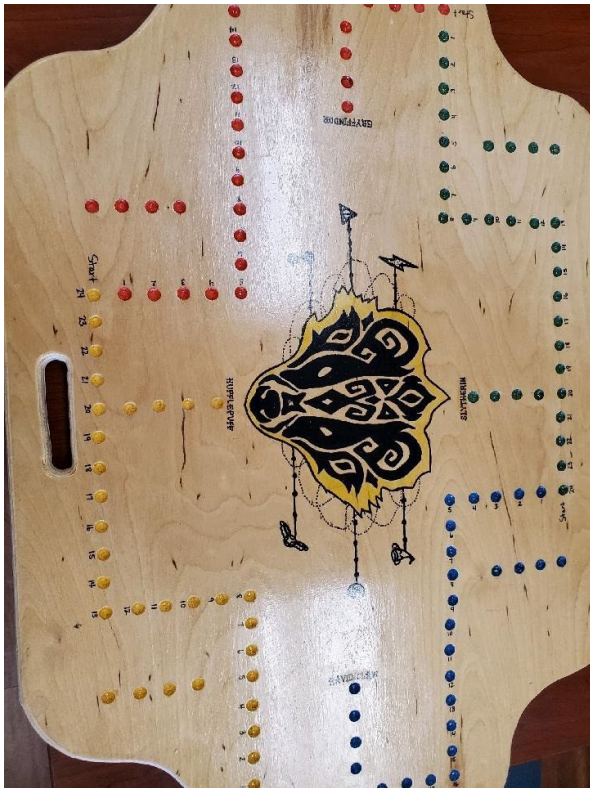
# Fun Fact #4

I am a dual  
black belt.  
Both Uechi  
style and  
Six Sigma



# Fun Fact #5

I make a board game called Tuck





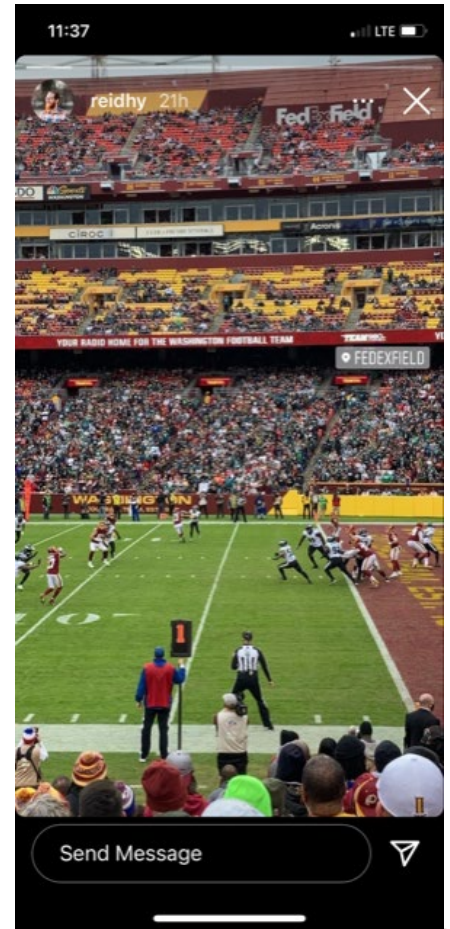
## Fun Fact #6

We collect sharks' teeth.



## Fun Fact #7

I'm a Philadelphia  
Eagles Season  
Ticket holder.





# Fun Fact #8

NCAA and  
International  
Lacrosse  
Official



## Fun Fact #9

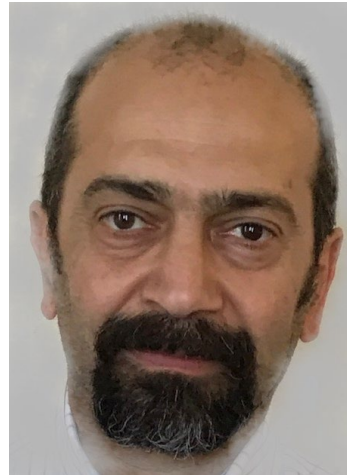
Coach for 33 +  
years





## Fun Fact #10

I can't pronounce  
nor spell either of  
these guys last  
names...



## A few that didn't make the list...

11. Partially colorblind. (Shoes!)
12. Raced Canoes. Took 3<sup>rd</sup> place in the Great Smith River Canoe Race in Wolfeboro, NH (Winnipesaukee)
13. Worked in a Bingo hall for 9 years.
14. Attended the US Air Force Academy
15. Largest Eyeballs on record

# What does this mean to the NEPPA membership ?

1. Kentucky Colonel – I'm a soldier. Ready to fight for the cause
2. 1 of 7 boys – I know how to share, how to compromise and be diplomatic. And even if we disagree, I'll have your back.
3. I'm co-inventor of three patents. I love innovation.
4. I'm a black belt. Efficiency of movement and efficiency of thought are important to me.
5. I make a family board game that uses marbles. I like simplicity. I don't need the shiny new nickel. Just give me the basics. KISS

# What does this mean to the NEPPA membership ?

- 6. I collect shark's teeth. I'm willing to dig through dirt and muck to find the facts...or artifacts.
- 7. I'm an Eagles fan. Yep. I was born and raised in in Southwest Philly. I'm loyal even in the face of difficult times.
- 8. I'm a referee/official. I won't judge, I simply call 'em like I see 'em. The answer is in the gray....
- 9. I'm a coach. I like to mentor, I like team work, I value effort, attitude and respect: both given and received.
- 10. I can't spell. If you receive an email with a spelling error – go easy – I'm an engineer.

# The Yes or No dilemma?

Order and chaos constitute the stage

**Known**

Yang

Order

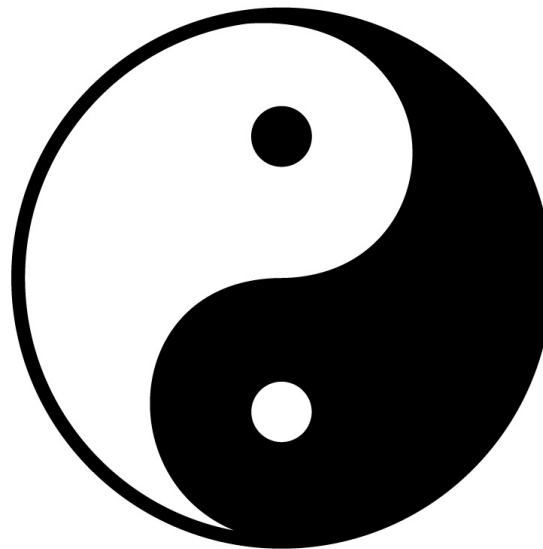
Masculinity

Day

The known

Authoritarianism

Fascism



**Unknown**

Yin

Chaos

Femininity

Night

The unknown

Decadence

Nihilism

# Our brain wants ‘either – or’ situations

Its easier to make a decision.

Ex. Voting: I like that person. I hate that person.

Its easier to cheer for your team.

Ex. Red Sox are Great, Yankees are &\*\$%!

Its easier to instruct.

Ex. “This is how it’s done”

Its easier to council.

Ex. He’s no good for you.

Its easier to judge.

Ex. Person A is right, Person B is WRONG!



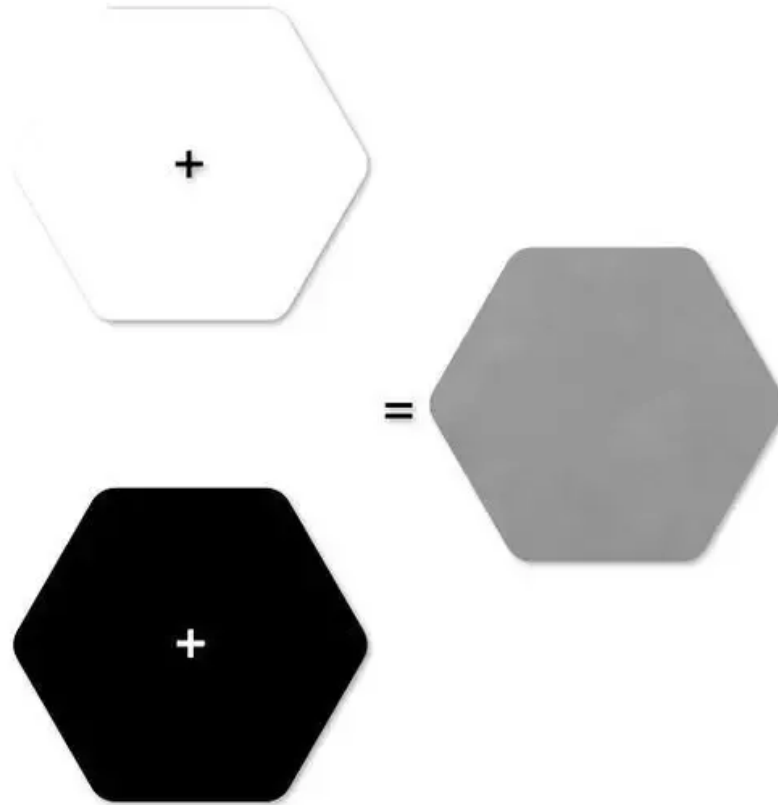
# But do you want to be Dead right.....?

Officiating taught me to be careful of the 'dead right' attitude.

This might work with your little sister or brother – maybe even few times w/ your kids.

You may be right in the end...but ultimately in business relationships you're dead to me.

# .. Or is gray better....



# Navigating in the gray can be difficult

Making a decision.

Ex. Voting: They both have good and bad qualities, but I'm choosing person B because.....

Cheering for your team.

Ex. I love my Eagles, but Tom Brady is the greatest QB ever

Providing instruction.

Ex. 'Show me how you're doing it and we can figure it out..'

Its easier to council.

Ex. What do you like about Company A? Company B

Its easier to judge.

Ex. It's like Peanut Butter, let the blame spread around.



# So... is it **Black/White** or **Gray**?

Official answer..... It depends.

Serenity Prayer:

Grant me the serenity to accept the things I cannot change, courage to change the things I can, and wisdom to know the difference.

Theologian Reinhold Niebuhr

# ..the wisdom is to know the difference

It's not about white vs black, yes vs no, right vs. wrong.

It's about the wisdom.

My three Buckets when officiating....

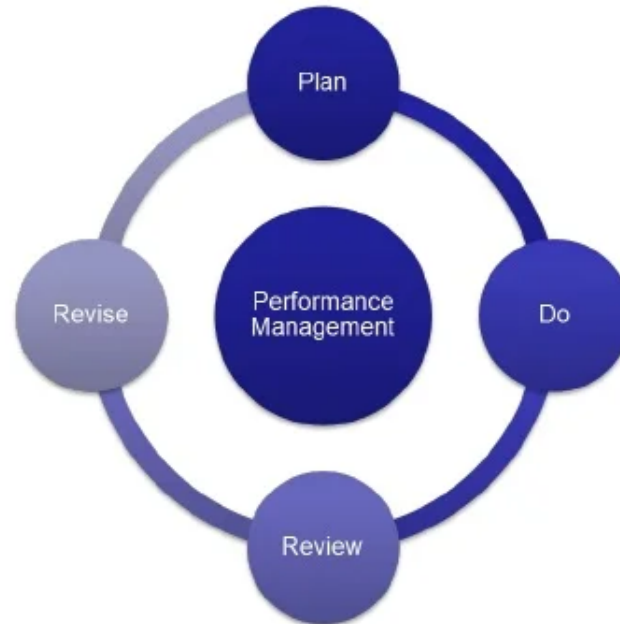
How does this relate to NEPPA, it's membership and the Executive Director?

# The Executive Directors Role

## Basic Performance Cycle

### Performance Management Cycle

- Plan – Set out what we aim to do
- Do – Do it!
- Review – How well did we do?
- Revise – What do we need to change?



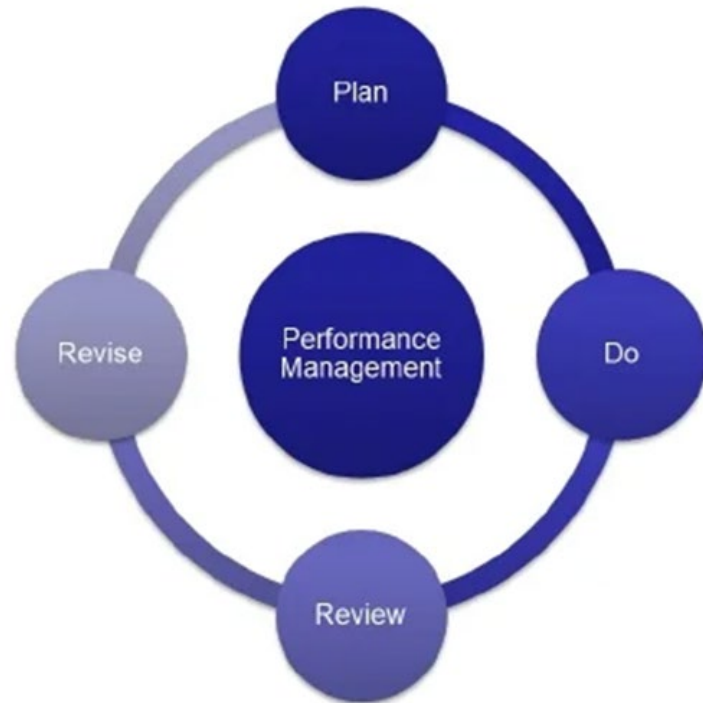


# 1<sup>st</sup>: the need to question

1. What's working well?
  - Can we prove it's working well?
  - Can we make it better?
  - Shall we leave it alone?
2. What's not working well?
  - Can it be fixed?
  - Should it be discontinued?
3. What is missing that we need to add?
  - Does it help the membership?
  - Can we afford it?

# Then utilize a Performance Management System

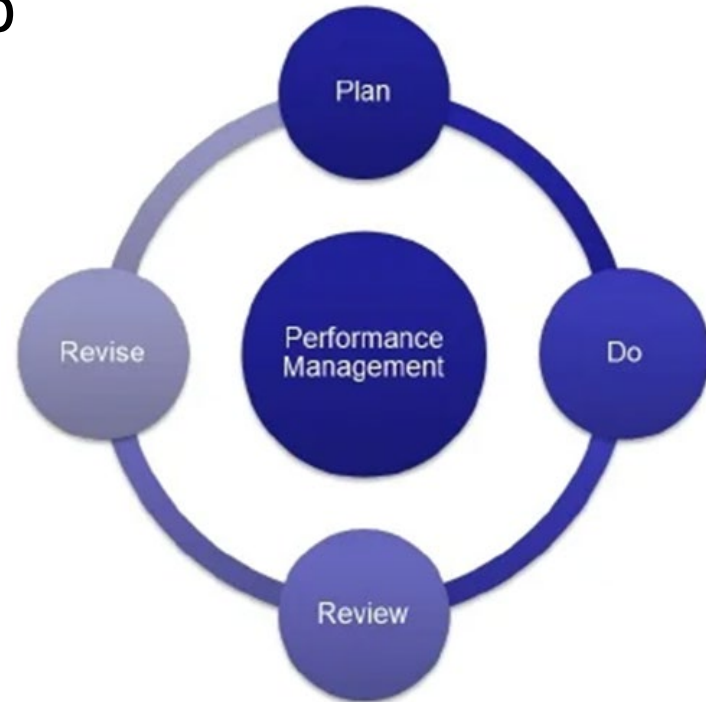
1. Plan
2. Do
3. Review
4. Revise



# So where does the membership fit in?

Every step of the way!

1. Plan w/Staff and Membership
2. Execute w/Staff and Membership
3. Review w/Staff and Membership
4. Revise w/Staff and Membership



# The need for volunteers

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NEPPA is a volunteer driven organization.

We need new volunteers to bring:

- New perspectives
- New energy
- New ideas
- New opportunities



# The need for mentoring

NEPPA membership is an aging organization.

We now have competition for new employees:

- New perspective on 'Career' longevity
- New attitude towards work space & place of work
- Commitment to service has changed: now causal
- Engagement between employee/employer changed

Opportunity for mentoring, leadership, and followership training.



# How do we compare?

NEPPA is one of 61 State / regional Public Power Associations

How do we (NEPPA) compare in every area:

Conference variety

Training – both lineworkers and other professionals

Dues structure – utilities, corporate & associate

Size/type of NEPPA staff

Awards

By laws / governance

Etc.



# Initiatives in action

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## Staffing:

- Part Time Employee started in July
- Full Time Safety & Training position posted
- Part Time Safety & Training position – ongoing
- Education Manager in 2023

# Initiatives in action - Continued

## Recruitment:

- Internships:
  - Scheduled to attend the Merrimack College internship event in October
  - Scheduled to attend a Mass Maritime in March
- NEPPA Interns:
  - NEPPA HQ intern – 2023
  - Intern Orientation at NEPPA for all 2023 NEPPA member interns – June 2023
  - Intern Celebration Event - August 2023

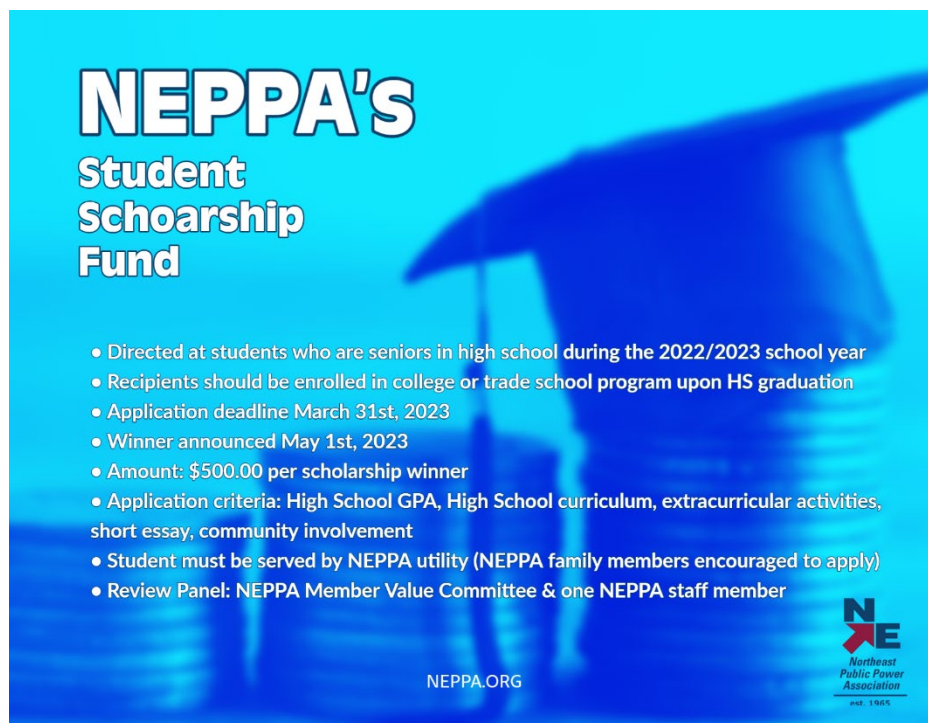




# Initiatives in action - Continued

## Scholarship Program:

- New NEPPA Student Scholarship
  - Work with the Member Value Committee
- One Scholarship to graduating HS Sr - 2023

A poster for NEPPA's Student Scholarship Fund. The background is a blue-tinted image of a graduation cap. The text is white and yellow. The title 'NEPPA's Student Scholarship Fund' is at the top. Below it is a bulleted list of details. At the bottom right is the NEPPA logo and website.

**NEPPA's**  
**Student**  
**Schoarship**  
**Fund**

- Directed at students who are seniors in high school during the 2022/2023 school year
- Recipients should be enrolled in college or trade school program upon HS graduation
- Application deadline March 31st, 2023
- Winner announced May 1st, 2023
- Amount: \$500.00 per scholarship winner
- Application criteria: High School GPA, High School curriculum, extracurricular activities, short essay, community involvement
- Student must be served by NEPPA utility (NEPPA family members encouraged to apply)
- Review Panel: NEPPA Member Value Committee & one NEPPA staff member

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# Initiatives in action - Continued

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## Mentoring:

- Apprentice Mentorship Program:
  - Identify 3-4 mentors for the 2023 1<sup>st</sup> yr Apprentice
  - Stay with the class through graduation in 2026

## General Foreman Roundtable:

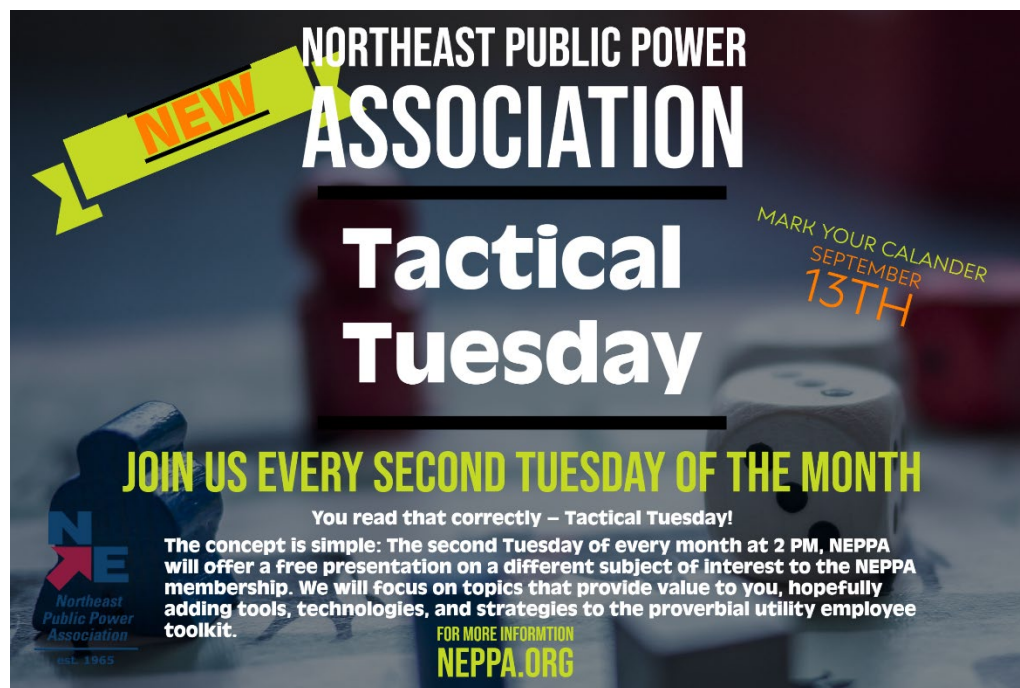
- September 8, 2022



# Initiatives in action - Continued

## Tactical Tuesdays:

- Held Every Second Tuesday at 2 PM!
- Kick off was 8/9/22
- Next up – 9/13/22



# Thank you!



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