

## **Xcel Energy**

### **CWCC Company of the Year Award Finalist – Large Company**

As a gas and electric utility, Xcel Energy prides itself in developing women and placing them into non-traditional roles. In the field, women hold a variety of positions on construction sites, set meters, and install gas lines. Xcel's women employees work in power plants both in operations and in professional engineering positions.

Two employee network groups at Xcel Energy work to help women succeed. The Women's Interests Network (WIN) is dedicated to issues of interest to women and focuses primarily on professional development and work-life balance. In addition to lunchtime programs, WIN has hosted a number of programs where women learn about different areas of the company and discuss various issues with women leaders.

The Women's Issues Link (WIL) is an employee network group in Xcel Energy's Power Generation business area. The group strives to explore and develop programs to help women succeed in the business area, including strategies for recruiting, developing, promoting and retaining women.

Xcel Energy's Developmental Assignments Program provides an opportunity for employees to develop and grow professionally by broadening their experiences within the company. It also offers managers a mechanism to transfer knowledge across departments.

Xcel Energy's Leadership Pipeline Program is designed to develop mid-level managers with methods, techniques and content considered best practices within the management profession. Content aligns with Xcel Energy's business goals and helps managers perform their daily management responsibilities. The Leadership Pipeline is a development experience targeted at supervisors, managers and directors across Xcel Energy.

The New Manager Orientation Session is designed for new leaders, either promoted internally or recently hired. Participants learn skills and strategies to help them transition into their management role and understand the expected competencies and behaviors.

Leadership Continuity is Xcel Energy's succession planning process. It is based on LOMINGER International's Succession Architect, a process that has been successfully used and validated in more than 100 organizations in a variety of industries since the 1970s.

The company also has a mentoring program, which is part of the supervisor candidate pool development process. This is specifically for employees who are interested in moving into leadership positions in the near future. Xcel believes that mentoring is a great way to not only help new employees succeed in the company, but also motivate employees to stay with the company and move forward on their career development plans in a comfortable environment. Therefore, Xcel recently added several new mentoring

opportunities including Mentoring Circles, Peer Mentoring, and Self-Guided Mentoring, all of which are available to employees at their request.

In addition to supporting women employees within Excel, the company supports causes throughout Colorado. The Xcel Energy Foundation, the largest corporate giver in Colorado gives in four focus areas. Within the education and economic sustainability focus areas, the Foundation supports math, science and technical education for women, as well as self-sufficiency skills and job training through a variety of social profit organizations in Colorado.

Xcel Energy has sponsored and participated in numerous events over the past year. Supplier Diversity business-unit representatives and company decision makers are a constant presence at these events to reaffirm the importance of supporting not only the sponsoring organizations, but the woman-owned businesses within the communities they serve. Additionally, this enables the woman business owners to network with these Xcel Energy employees.

In 2008, Xcel Energy paid more than \$59.7 million to woman-owned businesses in numerous categories.