



## **2020 GOALS FOR INTERIM CEO Version #1 - May, 2020**

The pandemic has made traditional goal & objective setting – with its timelines and quantifiable outcomes – difficult because of the multiple uncertainties of the pandemic. This document should be seen as working goals, meant to give the BOD, residents and team members a sense of priorities but with enough flexibility to make rapid adjustments. As we begin to see clarity, we'll add measurable outcomes within each category, though such clarity will likely be uneven.

### **COVID-19**

Provide support and guidance to Hanh Ta as Emergency Incident Commander for HOTM.

[No specific objectives b/c of rapidly shifting landscape]

### **PLANNING FOR POST COVID-19 ERA**

This is more accurately called Post COVID-19 surge era since we will be dealing with C-19 for many months, but as we get past the apex of the curve, we will gradually resume “normal” operations. This requires good and flexible planning starting now. Objectives:

- Prepare & update on-going analysis of effects of C-19 on financials.
- Develop a marketing plan for post-surge period.
- Prepare for a potential second wave of COVID-19.
- Debrief and make needed adjustments to our emergency operations plan.
- Provide support and guidance to Janet Howell as she manages apartment conversions.

### **TRANSITION TO PERMANENT CEO OR AFFILIATION**

Objectives:

- Develop the skillset and knowledge of key executive team members.
- Assist the Board with its evolution using widely accepted principles and resources (e.g., BoardSource).
- As strategic affiliation plans crystallize, develop a specific transition plan with Ken Donnelly, the incoming affiliation group or CEO/Executive Director, and the Board's Executive Committee (or other designated committee).