



The California Earthquake Authority

The California Earthquake Authority (CEA) is a publicly managed, privately funded nonprofit organization that provides California residents with access to residential earthquake insurance and with information about earthquake preparedness and loss mitigation. The CEA has assets of \$2.6 billion and access to \$7.7 billion in claims paying capacity.

Objectives

- Develop core competencies that reflect the CEA organizational culture, the CEA strategic plan and the current stage of organizational growth experienced by the CEA.
- Create a statement of core competencies for the three contract executive positions of Chief Executive Officer, Chief Financial Officer and Operations Manager.
- Develop a core competency performance management assessment based upon the strategic plan.
- Concretize a process of selection for replacement of any of the contract executives and an emergency selection process to cover a sudden vacancy in a contract executive position

Process

- Interviewed the Governing Board designees, external stakeholders, contract executives, General Counsel and select staff and reviewed applicable current resources. Upon completion of the gathering of data, drafts of the desired documents were developed with CEA input, to include a Statement of Core Competencies, a Performance Management Plan, a Retirement and Selection Plan and an Emergency Succession Plan.

Results

The CEA Advisory Panel and Governing Board unanimously adopted the documents.

Response

“Your ability to grasp the CEA as an instrumentality of the state and not a state agency was incredible.”

“We were all quite amazed at how fast you were able to grasp the business functions of the CEA, as well as the culture established by Governing Board.”