

## SHIFT MANAGER DEVELOPMENT PROGRAMME

12 to 16 December 2022, Tecnatom Training Centre, Madrid, Spain.

A Shift Manager Development Programme training course is being organised by WANO Paris Centre in association with CNAT who is hosting this training.

### Programme

The role of the Shift Manager is unique in the nuclear industry and requires individuals who, by their commitment and example, inspire, coach and influence people to achieve excellence in nuclear operations. This role extends across shift teams and bridges into the wider organisation.

WANO believe that Shift Managers are key players in ensuring excellence in plant operation and in driving Operational Focus. Their operational leadership directly influences safe and reliable plant performance.

### Topics

Experienced industry mentors will also provide insights and presentations. The key topics covered will be:

- Exploring the role of the Shift Manager The role of the Shift Manger in driving a strong Nuclear Safety Culture.
- We will explore the Shift Managers involvement in nuclear events.
- Understanding human behaviour from a leadership perspective.
- Leading operational excellence.
- Understanding declining plant performance
- The enlightened view on Human Performance.
- Leading during Emergency conditions;
- Effective decision making.

### Objectives of the Workshop

The objective of the programme is to bring together Shift Managers from diverse plants, companies and cultures in an environment where they will gain new insights and hone their skills through interaction and learning exchange with other Shift Managers and experienced leadership behavioural facilitators.

### Target Group

This programme will be limited to 24 delegates from WANO member organisations.

This programme is suited to both experienced Shift Managers who need to enhance their skills, or those ready to move into a Shift Managers role who require development. WANO will also accept senior simulator instructors who need to understand the Shift Manager's role in order to provide effective training.

### **Arrival and Departure**

The programme will be held at the Tecnatom training centre ad Madrid, and will commence at **Sunday 16:30 on 12 December 2022** for the programme

The Sunday evening at 16:30 we organise a social get-together to meet other delegates. This will take place in Hotel SB Express Madrid Norte, Paseo de Europa, 11, 28700, San Sebastián de Los Reyes, Madrid.

It will be a full week, with delegates taking part in evening activities. Each day will commence at **08:00**.

Sufficient breaks and relaxation time will be provided. Evening activities will be light and enjoyable.

The programme will conclude at **13:00 on the Friday 16 December**. A travel lunch will be available if required.

*It is important that delegates do not leave early on Friday or arrive late on Sunday as the 'commitment and wrap-up' phases are a key part of the programme.*

### **Pre-programme and post programme activities**

A fundamental principle of the Shift Manager Development Programme is to embed learning by working on personal and business related challenges. Delegates will be asked to prepare ahead of the programme by reading and studying various case studies and materials, which will be send to the participant in advance. Personal Leadership challenges has to be prepared and discussed with the participants' line managers prior to the training. They will also be asked to bring a 'personal leadership challenge', which has been agreed with their line manager, to discuss and work on during the programme duration. The pre course work time commitment will be approximately 4 hours.

During the programme, each participant will select a 'learning partner' to help them with their challenge and help them to be accountable for implementing the learning from the programme back at work. This formal relationship will last at least 4 months post programme. The participant's line manager will be included in a learning 'contract'.

*Post programme commitment is approximately 16 hours over 4 months, although the learning from this should be an integral part of their ongoing performance as a Shift Manager.*

## INFORMATION



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### **Workshop language**

The seminar language will be in English.

### **Registering an interest**

Due to the high demand for this activity, those interested in participating should register their interest at the following web address:

[www.wanopariscentreregistrations.com](http://www.wanopariscentreregistrations.com).

Before 7 November 2022

An acknowledgement letter will be sent to each participant following registration of their interest.

Successful participants will be notified before 14 November 2022.

### **Venue**

The course will be held at:

**Tecnatom training centre,**

Avda Montes DE OCA, 1

28703 S. S. de Los Reyes

Madrid Spain

Telephone: +34 916598600

### **Transportation:**

The training centre and the hotel are on a 10 km estimate distance from the Madrid airport.

### **Workshop package**

There is no workshop package fee. WANO Paris centre will cover the costs for the all documentation, refreshments, lunches and the Monday and Thursday evening meals.

**Accompanying guests**

No programme has been arranged for any accompanying guests.

**Dress Code**

Casual

Workshop: Business Casual

**Accommodation**

WANO PC has made pre reservations for hotel accommodation at Hotel SB Express Madrid Norte, Paseo de Europa, 11, 28700, San Sebastián de Los Reyes, Madrid, España.

This is close to the training centre

Each participant will need to pay for their accommodation directly at the hotel upon departure. Estimate costs are around 110€ for a single room per night. Breakfast and WIFI connection is included.

For directions to the Tecnatom training centre, please use the map on page 5.

**Cancellation**

If you cannot attend the workshop (after acceptance of registration), please inform us as soon as possible.

[Late cancellations, especially “no-shows”, might result in a cancellation fee that will be charged to the attendee or their company.](#)

**Organising team**

For further information and registration of interest, please contact:

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