

# WORKSHOP - PSYCHOLOGICAL IMPACT ON NUCLEAR & HOW TO MAKE A CULTURE CHANGE

26-28 February 2025, Gösgen, Switzerland

**The Workshop is organised by WANO Paris Centre in collaboration with Gösgen NPP, Switzerland**

## Background

Over the years WANO has delivered many workshops on a variety of topics eg. Staying on Top Values, Risk Assessment, EPM, that are underpinned by the need to focus on the psychological background across the industry. Sites will often focus attention on operations and procedures and many leaders are now recognising the need to create a strong psychologically safe environment to support a high performing power plant. Leaders need to inspire and motivate their staff to deliver safely and effectively, whilst encouraging their people to speak up, challenge and be themselves. Creating the right culture to empower your people is a challenge for all businesses and the Nuclear Industry can learn from within and outside the industry to support the right environment for the future.

This workshop has the goal to support leaders across the Nuclear industry in understanding the need to create the right psychologically safe environment and how to make a culture change.

## Objectives

As outlined above, the goal of the workshop is to support leaders across the Nuclear industry in understanding the need to create the right psychologically safe environment and how to make a culture change to support high performance.

The workshop provides a platform for experience exchange for the WANO members about their situation and strategies in creating the right culture for high performance at all levels. It will provide attendees with the opportunity to learn from each other, from outside the industry and from experts in the field.

## Topics

The workshop will cover the following elements:

- What are the Staying on Top Values / Behaviours and what should any Nuclear site do to establish high performance?
- What do we need to do to create a strong psychologically safe environment for high performance to flourish and where do we begin?
- How to build strong, trusting and respectful relationships at all levels?
- How do people learn, listen and communicate and as a leader how do I get the best from my people?
- What do we mean by Culture Change and how do I as a leader use this learning to create a change in our culture?

#### **Break-Out Sessions**

- Breakout sessions or group work will be used to allow time for structured interaction with colleagues and to identify potential improvements for their organisations and to get insights in experienced and implementations.
- Each working group will be invited to develop lessons learned summary and to present their findings to all attendees.

#### **Target group**

The workshop is open for all WANO PC members and we would encourage a 'small team' from sites attending.....to help take back the learning and implement change – leaders from mid and senior levels alongside their people or leadership development trainers / coaches from the site / organisation would benefit the most. Through sharing information, WANO and member presentations, each delegate is asked to take away improvements and actions to adapt and implement at their own station.

Participants will be invited to share their experience on this topic.

#### **Arrival and Departure**

Participants should arrive at the venue before **08:00 on 26 February 2025** morning. However, it is advised that participants arrive on the evening before on the **25 February 2025 at the recommended Hotel Arte in Olten**. There will be a get-together dinner on the **26 February 2025** from 18:30 at the Hotel restaurant of the Hotel Arte in Olten. The workshop will be finished on the **28 February 2025 at 12.30**. There is the possibility to visit the Gösgen NPP HRO Training Centre for Safety Culture for a guided tour in the afternoon of the **28 February 2025**. Participants need to register for the tour within the registration for the workshop.

## INFORMATION

### Workshop / Seminar language

The workshop / seminar language will be **English**.

### Register on-line

Registrations should be completed online before **17 January 2025** at the following web address:

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

A confirmation email will be sent to each participant following his or her registration. The number of participants is limited to 30.

### Presentations

Participants are welcome and encouraged to give a 15 minute presentation including own experience. Please, indicate this when registering. The power-point presentations (in English) need to be sent to WANO Paris Centre organising team by e-mail (details below) until the **3 February 2025** to ensure timely preparation of the workshop presentation package.

### Venue

The workshop will be held at Gösgen Information Centre, Gösgen NPP, Switzerland



**There will be a bus transfer each morning and evening from the hotel to the Gösgen**

### Information Centre.

#### Accommodation

WANO has made a group reservation at the Hotel Arte in Olten, (Riggenbachstrasse 10, CH-4600 Olten. ***Please do not perform direct calls with the Hotel, the only accepted bookings is through the registration link provided***. ***The negotiated rate is 195 Euros (approximately £165) per double room, single use, breakfast included and per day, which has to be paid by each participant directly at the hotel.***

#### Transportation

The nearest international airports are **Zurich or Basel** airport. You can find a direct train service from the airport to Olten. All delegates will be required to arrange their own transport to and from the Hotel. The costs for the transport are taken by the participants.

#### Workshop / Seminar package

There is no fee for the workshop/ seminar package. WANO and the hosting organisation will cover the costs for the full workshop documentation, refreshments, lunches, and get-together.

#### Dress Code

Business Casual

### **Cancellation policy**

Participants who cannot attend the seminar (after registration), please inform us as soon as possible.

Late cancellations and 'no-shows' might result in a cancellation fee from the venue. This fee will be charged to the attendee or their Company.

### **Organising team**

For further information, please, contact the organising team in WANO Paris Centre:

- Mrs Rebecca Levi, Delegated MSM Team Leader WANO Paris Centre

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