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## SHIFT MANAGER DEVELOPMENT PROGRAMME

29<sup>th</sup> September to 3<sup>rd</sup> October 2025, Hinkley Point C NPP, UK.

A **Shift Manager Development Programme** training course is being organised by **WANO Paris Centre** in association with **Hinkley Point C NPP, EDF Energy (UK)** 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 provide insights and presentations.

The key topics covered will be:

- The role of the Shift Manager in driving a strong Nuclear Safety Culture.
- Shift Managers involvement in nuclear events.
- Understanding human behaviour from a leadership perspective.
- How to motivate and coach your staff.
- Effective team work accountability.
- Excellence in Nuclear Safety.
- Understanding declining plant performance.
- Making time to lead.
- Operational decision making.
- Leading Operation Fundamentals.

### 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 maximum **30 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 **Cannington Court Business Centre** in **Cannington Somerset, UK** and will commence at **14:00 on Monday 29<sup>th</sup> September**.

The Monday afternoon at 14:00 will start the training and afterward there will be a social get-together dinner to meet other delegates. **This is compulsory for all attendees.**

It will be a full training week, with delegates active participation in break-out sessions during the training. Each day will commence at **08:00 departure from Hotel to Cannington Court Business Centre**. Sufficient breaks and relaxation time will be provided. The programme will conclude at **13:00 on the Friday 3<sup>rd</sup> October 2025**.

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

There will be optional:

- **Plant tour via bus** for the **Monday 29<sup>th</sup> September** 2025 in the morning (10:30-13:00).
- **Simulator visit** for the **Friday 3<sup>rd</sup> October** the 2025 in the afternoon (13:00-14:00).

Participants interested in the plant tour and/or simulator visit will be asked to sign on upon registration for the main workshop.

## 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.*

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## Workshop language

The seminar language will be in English.

## Registering an interest

Registrations should be completed online before **15 July 2025** at the following web address:

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

The number of participants is limited to 30.

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

## Venue

The workshop will be held at the **Cannington Court Business Centre** located in **Cannington, Somerset**. Cannington Court is a secure EDF Energy closed site located some 6 miles by car from the nominated (Ibis) Hotel. There will be a bus transfer for the participants from the Hotel to Cannington Court every morning and evening during the workshop.



Cannington Court Business Centre

## Accommodation

WANO has made a group reservation at the **Hotel Ibis Bridgewater**. Please do not perform direct calls with the Hotel, the only accepted bookings are through the WANO registration link provided above'. The negotiated rate is £175 (approximately 210 Euros) per double room, single use, breakfast included each day, which has to be paid by each participant directly at the hotel.



Hotel Ibis, Bridgwater  
Woodlands Court Business Park, Bristol Road  
TA64FJ BRIDGWATER, United Kingdom  
Ibis, Bridgwater Junction 23.

## Transportation

Bristol Airport is closest to Hinkley Point C requiring a 45- minute taxi or trains to Bridgwater/Taunton (allow up to 3 hours if using the trains). Alternatively, London Heathrow may be more accessible but please allow time for connecting trains into London and onward to Taunton and finally taxis to your hotel (estimate half a day for these transfers from London).

## Workshop package

There is no workshop package fee.

## Dress Code

Business Casual

## 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 from the Hotel that will be charged to the attendee or their company.**

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## Organising team

For further information and registration of interest, please contact:

- Ramiro Fragio, Project Manager [ramiro.fragio@wanopc.org](mailto:ramiro.fragio@wanopc.org)
- Hendrica Beltou, Event Coordinator [hendrica.beltou@wanopc.org](mailto:hendrica.beltou@wanopc.org)

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