

## HUMAN AND ORGANISATIONAL PERFORMANCE

### TWO EVENTS IN THE SAME WEEK

### INDUSTRIAL WORKING GROUP; SEMINAR

09 – 13 October 2023, Ringhals NPP, Sweden



**WANO London (LO) and WANO Paris Centres (PC) will organise jointly in 2023, the Industrial Human Performance Working group meeting (IWG) (2<sup>1/2</sup> days) and the PC “Human and Organisational Performance” seminar (2<sup>1/2</sup> days) to optimise the preparation, the participation and travel expenses.**

**Both events will be hosted by Ringhals NPP in Sweden.**

#### General description

- The **Industrial Working Group on Human Performance** is open for participants willing to collaborate and identify opportunities, issues and solutions related to improving the effectiveness of Human Performance, including: Benchmarking best practices; Sharing lessons learned; Requesting targeted information or support; Fostering Human Performance innovation. The face to face meeting will take place during the first 2 and ½ days of the week 41 (9<sup>th</sup> to 11<sup>th</sup> October at 12:00). ***The target audience are first of all the Practitioners from the nuclear industry with Human Performance Expertise.*** There is a possibility to participate remotely, only in the Industrial working group, the link will be sent after the registration . All the participants in the face to face IWG meeting have **the option** to participate in the seminar the next 2 days and ½, especially if they are in a Management

position.

- **The “Human and Organizational Performance” seminar** is a new Training course, designed by a subgroup of the Industrial working group, led by an Expert from WANO Paris Centre. This seminar is aimed to explaining a new “mind set” addressing the Human Performance in a more holistic and integrated way. Research for the material has considered the original intent of the INPO Human Performance Reference Manual INPO 06-003, Safety Science and the best practices seen in other leading industries. The Operating experience shows that Human error is cited over and over as a cause of events. The result is a widespread perception of a “human error problem”, and solutions are thought to lie in changing the people and their behaviours. However, in practice, things have proved not to be that simple. The label “human error” hides much more than it reveals about how a system functions or malfunctions. The potential for constructive change, for progress on safety, lies beyond the human error label. The scientist James Reason wrote about the importance of addressing both the Human and Organizational elements of error.

The seminar will take place 2 days and ½ during the week 41 (from 11<sup>th</sup> at 13:00 to 13<sup>th</sup> of October). ***The target audience for the seminar are First line Managers and Middle Level Managers in a nuclear power plant or a Corporate Organizations that are in a leading position to enhance Human and Organizational Performance in terms of Safety Culture, Operational Safety and Performance, Organizational Learning and Continuous Improvement.*** In order to have efficient training environment for interactions and discussions, **the number of participants in the seminar will be limited to 20. First registered – first served, if your profile is the targeted one.** The targeted participants for this seminar have the option to come since the beginning of the week and participate also in the meeting of the IWG on Human Performance.

### **Methodology of the seminar (11 – 13 of October)**

The seminar combines interactive presentation, group works, case studies, videos, and discussions.

A small amount of pre-reading material will be required reading.

The session will be mentored by an Industrial Representative in Senior Management position, in order to provide references, support, understanding, insights and vision.

Invited speakers with high expertise will facilitate the modules and will participate during the discussions.

### **The main topics of the seminar (11 – 13 of October) are:**

- **A Strategic Approach toward HU Excellence:** Understand what ‘Excellence in Human Performance’ is and how we should measure it; Understand the roles of Safety I, Safety II

and how it will help us on our path to excellence in the management of safety. We also will look at how some other industries are achieving 'excellence'.

- **Leadership in Human Performance:** Understanding the Leaders role in error prevention, moving from behavioural observations to workplace conversations
- **Understanding 'Error':** Why Humans make mistakes; Performance Shaping Conditions; The gaps between Work-as-Imagined, Work-as-Prescribed, Work-as-Disclosed and Work-as-Done
- **Managing Error:** Understanding and learning from everyday work; Introduction to some new and some un-used existing tools
- **Managing the Environment – Creating a Speak-UP and Listen-Up Culture**

### Arrival and Departure

The global event will start the 9<sup>th</sup> of October at 09:00 AM. The participants are expected to arrive at 8<sup>th</sup> of October in the evening. If you want to attend only the IWG (not the seminar) and to visit the Ringhals NPP (planned in the morning of 11<sup>th</sup> October) you have to organise your travel back on 11<sup>th</sup> of October in the late afternoon.

The seminar will start the 11<sup>th</sup> of October at 13:00 local time. The participants corresponding to the target audience (see above the definition) and interested to visit the Ringhals NPP are expected to arrive on 10<sup>th</sup> of October in the evening. The seminar is going to end at 14:00 on Friday the 13<sup>th</sup> of October, which will be the earliest time to depart.

An optional plant visit of Ringhals NPP will be proposed for all the participants on Wednesday 11<sup>th</sup> morning.

### INFORMATION

#### Seminar language

The seminar language will be English.

#### Register to participate

Registrations should be completed before **30 of September 2023**, at the following web address:

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

Without completing all questions in the registration form, your participation will not be validated and you will not receive a confirmation letter.

#### Venue

The face to face meetings will be held at conference centre "V2" at Ringhals NPP

Ringhals AB

SE-432 85 Väröbacka

SWEDEN



## Accommodation (TBC)



*Varberg Stadshotell & Asia Spa*

*Kungsgatan 24, Varberg*

<https://www.varbergsstadshotell.com/>

The price of a single room is about 110 euro per night, including breakfast. Each participant has to book and pay for travel, the hotel room and the evening meals, except the “get together” diner. Ringhals NPP has kindly offered to help by hosting and sponsoring the global event and will pay for refreshments, coffee breaks and daily lunch for all attendees (delegates and facilitators) during the both events.

## Transportation

Varberg has a central train station on walking distance from the hotel. Nearest main international airport is Gothenburg (GOT), around 90 km from Varberg.

A bus transfer, offered by Ringhals NPP and WANO is organised, as follows:

- from Landvetter GOT Airport to the hotel on 8<sup>th</sup> of October (*Time window will be communicated to the registered participants*) and especially for the participants who will not take part in the seminar: from the plant to the Airport on 11<sup>th</sup> of October.
- from the Landvetter GOT Airport to the hotel, on 10<sup>th</sup> of October , especially for the participant arriving only for the seminar (*Time window will be communicated to the registered participants*) and from the plant to the Airport the 13<sup>th</sup>October in the afternoon
- every day from 8<sup>th</sup> to 13<sup>th</sup> of October, from the Varberg Stadshotell hotel to the plant in the morning and from the plant to the hotel in the evening

## **Seminar package**

There is no seminar package fee. WANO Paris centre will cover the costs for the full seminar presentations.

Ringhals NPP has kindly offered to help by hosting and sponsoring the global event and will pay for refreshments, coffee breaks and daily lunch for all attendees (delegates and facilitators) during the both events.

A “get together” dinner will be offered on 9<sup>th</sup> of October evening and on 11<sup>th</sup> of October evening.

## **Organising team, for further information**

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