

SHIFT MANAGER DEVELOPMENT PROGRAMME

25th to 29th November 2024, Dampierre NPP, France.

A Shift Manager Development Programme training course is being organised by WANO Paris Centre in association with Dampierre NPP 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 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 Hotel Demeures-de-campagne in Orleans, and will commence at **Monday 14:00 on 25 November 2024** for the programme

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

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 29th November**.

*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.*

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 sent 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



25th to 29th November 2023, Novotel Orleans Chemins De Sologne Demeures De Campagne (Orleans)

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.

Before 15th October 2024

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

Venue

The course will be held at:

Novotel Orleans Chemins De Sologne Demeures De Campagne

2 Rue Honoré de Balzac, 45100 Orléans

Transportation:

The hotel is 140 km estimate distance from Paris. You can travel by car or train in about 2 hours from Paris.

Nearest Railway Stations:

- ORLEANS Gare S.N.C.F. Access: 25 min by car or Taxi 12.20€
- LES AUBRAIS ORLEANS Gare S.N.C.F Access: 10 min or Taxi 15.24€

Workshop Package

There is no workshop package fee.

Accompanying Guests

No programme has been arranged for any accompanying guests.

Dress Code

Casual

Workshop: Business Casual

Accommodation

Novotel Orleans Chemins De Sologne Demeures De Campagne

2 Rue Honoré de Balzac, 45071 Orléans

France

<https://all.accor.com/hotel/0419/index.fr.shtml>

Each participant will need to pay for their accommodation directly at the hotel upon departure. Estimate costs for single room **130€** per night including breakfast.

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:

- Ramiro Fragio, Project Manager ramiro.fragio@wanopc.org
- Hendrica Beltou, Event Coordinator hendrica.beltou@wanopc.org