

Building a Proactive Safety Culture in the Nuclear Industry

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framatome

The Human Safety Gap



Technology

Keep door
closed!

Organization

Behavior

🚧 Most workplace accidents are caused – or at least not prevented – by human behavior.

Individual Risk Management Model



Reactive vs. Proactive Safety Culture

Reactive Safety	Proactive Safety
Responds after incidents occur	Prevents incidents before they happen
Incident reporting & investigation	Hazard identification & risk assessment
Corrective actions post-incident	Preventive training
Compliance-driven	Culture-driven, continuous improvement



→ Building a Proactive Safety Culture in the Nuclear Industry considering the Human Factor

New Learning Expectations



Learning as a Key: North's knowledge stairs

Knowledge-Transfer

Safety Culture

competence

+ uniqueness

ability

+ volition

acting

+ correct
acting

knowledge

+ application-
oriented

information

+ linkage

data

+ meaning

characters

+ syntax

Building Competence

Target group-oriented learning: A learning concept for GenZ in nuclear technology

- 🚀 On-demand & 100% digital
- 🚀 Asynchronous/reverse learning
- 🚀 Fully flexible with interactive learning environment
- 🚀 Gamification elements



The Hero's Journey – Learning Inspired by Disney Storytelling

🗡️ Storytelling as a Learning Tool:

- 🗡️ People remember stories better than facts – Disney mastered this art.

🗡️ The Hero's Journey Model:

- 🗡️ Start: The learner's current state (unaware, curious)
- 🗡️ Challenge: Facing new information or a problem
- 🗡️ Transformation: Gaining new skills and changing behavior
- 🗡️ Return: Applying knowledge in real life, becoming a role model



The Hero's Journey – Application in Safety Culture

Start



Challenge

🗡️ Training becomes an adventure, not a lecture.

🗡️ Learners see themselves as heroes in their own safety story.

→ Learning is most effective when it's a journey – make your employees the heroes of your safety culture!



Transformation

Return





Nuclear Safety Culture COURSE

Monday

**1.Live-
Call**

1. Week

Friday

**2.Live-
Call**

2. Week

Friday

**3.Live-
Call**

3. Week

Friday

**4.Live-
Call**

Start & Challenge “Why”

- ✓ Why Nuclear Safety Culture?
- ✓ Science vs. Reality
- ✓ WANO Principles
- ✓ Practical exercise
- ✓ Live-Call

Transformation “What”

- ✓ Human-Organisation-Factor
- ✓ Podcast: Fukushima Safety Culture
- ✓ Operational excellence tools
- ✓ Practical exercise
- ✓ Live-Call

Return “How”

- ✓ Feedback technique
- ✓ Safety dialog
- ✓ Leadership basics
- ✓ Practical exercise
- ✓ Live-Call

*appr. 6 h/week

Conclusion

Start

Challenge

Return

Transformation

🚧 **Start:** Most workplace accidents are caused – or at least not prevented – by human behavior.

🚧 **Challenge:** Building a Proactive Safety Culture in the Nuclear Industry

🚧 **Transformation:** Understanding the impact of building up competence in the field of nuclear safety

🚧 **Return:** Transform your organization!

Let's Discuss: Your Experiences & Questions



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 competence.hub

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Thank you!



www.competence-hub.com

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