

Knowledge Management Integration into Strategic Human Capital Management Systems

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Palo Verde Nuclear Generating Station has developed and successfully integrated a knowledge management approach into their strategic human capital management systems. This approach integrates knowledge management strategies into organizational assessments/business planning, workforce analytics, talent selection and development, and organizational key performance indicators. The presentation will provide the attendees with a practical approach to understanding how Palo Verde implemented the elements of an integrated human capital approach to managing knowledge, skills and the competencies to safely operate a nuclear power plant. The management of this process is accomplished through the utilization of a “People Health Committee” governance and oversight process. The higher level strategy has also been incorporated in to the Palo Verde Leadership Model for long-term sustainability. This approach has yielded several “Strengths” from the Institution of Nuclear Power Operations (INPO). The development of these processes are linked to the various supporting IAEA documents:

1. MANAGING HUMAN RESOURCES IN THE FIELD OF NUCLEAR ENERGY
IAEA NUCLEAR ENERGY SERIES NO. NG-G-2.1
2. RECRUITMENT, QUALIFICATION AND TRAINING OF PERSONNEL FOR NUCLEAR POWER PLANTS
SAFETY STANDARDS SERIES NO. NS-G-2.8
3. WORKFORCE PLANNING FOR NEW NUCLEAR POWER PROGRAMMES, NUCLEAR ENERGY SERIES,
NO. NG-T-6.2
4. THE NUCLEAR POWER INDUSTRY’S AGEING WORKFORCE: TRANSFER OF KNOWLEDGE TO THE
NEXT GENERATION, IAEA TECDOC 1399
5. KNOWLEDGE MANAGEMENT FOR NUCLEAR INDUSTRY OPERATING ORGANIZATIONS, IAEA TEC-
DOC 1510
6. RISK MANAGEMENT OF KNOWLEDGE LOSS IN NUCLEAR INDUSTRY ORGANIZATIONS, STI/PUB/1248

Author: Mr MARCO, Tony (Palo Verde Nuclear Generating Station)

Co-author: Mr HELER, David (Palo Verde Nuclear Generating Station)

Presenters: Mr HELER, David (Palo Verde Nuclear Generating Station); Mr MARCO, Tony (Palo Verde Nuclear Generating Station)

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