



Clean energy for a new generation.

“Yours for the Asking” *reflections on getting what YOU want*

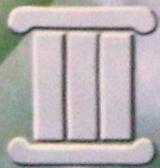
Susan Brissette

Senior Program Manager & Manager, Management System Department, Bruce Power
Executive Board Member, WiN-Global & President, WiN-Canada

7 February 2011

*There is
no finish
line.*

*"You miss 100 percent of the
shots you never take."
~ Wayne Gretzky*



Perseverance

If you don't go after what you want, you'll never have it. If you don't ask, the answer is always no. If you don't step forward, you're always in the same place.

Nora Roberts, author

Take that Shot

- Set Lofty Goals
- Become a Thought Leader
- Build your Network
- Seek out Opportunities
- Practice Self Promotion

Set Lofty Goals



WiN-Global 2006

Lofty Goal: Host the 2006 WiN Global conference in Canada

- We offered to host the event 3 months after we launched WiN Canada
- We had 25 members, no money and no brand recognition
- We said we'd have the most diverse WiN Global event yet, with a member from every country with an established WiN Chapter



WiN-Global 2006

Result:

- 346 delegates from 37 countries
- 29 sponsored delegates from 19 countries
- 70 speakers, moderators, etc
- Exceeded fundraising target by \$200k
- Doubled WiN Canada membership to 330
- Canada elected to WiN Executive
- Positive feedback & energized delegates
- Positive media coverage
- Positioned for future success

Become a Thought Leader



Stay shockingly up to date. Try and learn everything there is in your line of business. Try new things in your own organization and learn from those experiences.

Sam Walton, 1918-1992,
Founder of Wal-Mart Stores

Providing Thought Leadership WiN Position Paper

Women and the Nuclear Talent Pool



Myths and Perspectives on the Present and Future



MYTH #1
Women comprise roughly half of the workforce so **it's only a matter of time before they rise to the top.**

REALITY
Women have not reached the corner office and are under-represented in the industry.

FACT

According to Statistics Canada data women represented 47.4 percent of the Canadian workforce in 2006, slightly higher than the number reported in 2004 at 46.9 percent. In 1976 women made up 37 percent of the workforce. When we look at Fortune 500 top companies only 15.1 percent of corporate officers, 12 percent of Board Directors, 5.4 percent of the top earners and 4.2 percent of heads of organizations are women. Information taken from Analyst's Canadian Census of Corporate Officers and Top Earners released in 2006 states: "While it is encouraging that the number of companies with one or more corporate officers has increased since our 2004 census, five generations will enter the workforce before women represent one-quarter of corporate officers in Canada." This was based on the rate of change pending (the census found a small fraction of a percent increase over two years).

More than three in four of the census making at least \$9,000 per year (the top 5 percent of the Canadian workforce) are men, and men are still three times more likely than women to be senior managers.

Men are three times more likely than women to be senior managers.

Five generations will enter the workforce before women represent one-quarter of corporate officers in Canada.

7 WOMEN AND THE NUCLEAR TALENT POOL

The next steps

- 1 Link women with senior managers as part of their development plan.
- 2 Create rotation assignment and secondment opportunities to provide women with more well-rounded line experience.
- 3 Develop a peer mentoring program for women.



Sharon Therrien
Project Technician Mechanical
OPG

RECOMMENDATION

Develop career advancement programs to target "high potential" women at various levels.

Program should include:

- a) mentoring opportunities by senior leaders and networking circles with peers (women at the same level get together to share career experiences);
- b) rotational assignments, providing more line experience;
- c) targeted development program;
- d) secondment to organizations outside the company."

"The launch of Ontario Power Generation's emPOWERed women program has been a huge success. It is a leadership development and mentoring program designed to provide professional guidance, develop networking relationships, and to be a platform to advance the careers of women throughout the Corporation. We have engaged an external consulting company to facilitate a training program designed particularly for women and is aimed at developing the personal and business communication skills of our mentors and protégées. We have had such an overwhelming response for this emPOWERed women program we have now scheduled two more sessions starting in 2009 so that everyone will have an opportunity to participate. At OPG we believe that it is important to ensure that we promote diversity and that we encourage our female workforce to become the next leaders of this company".
Celine Sifford, Vice President Treasurer Ontario Power Generation

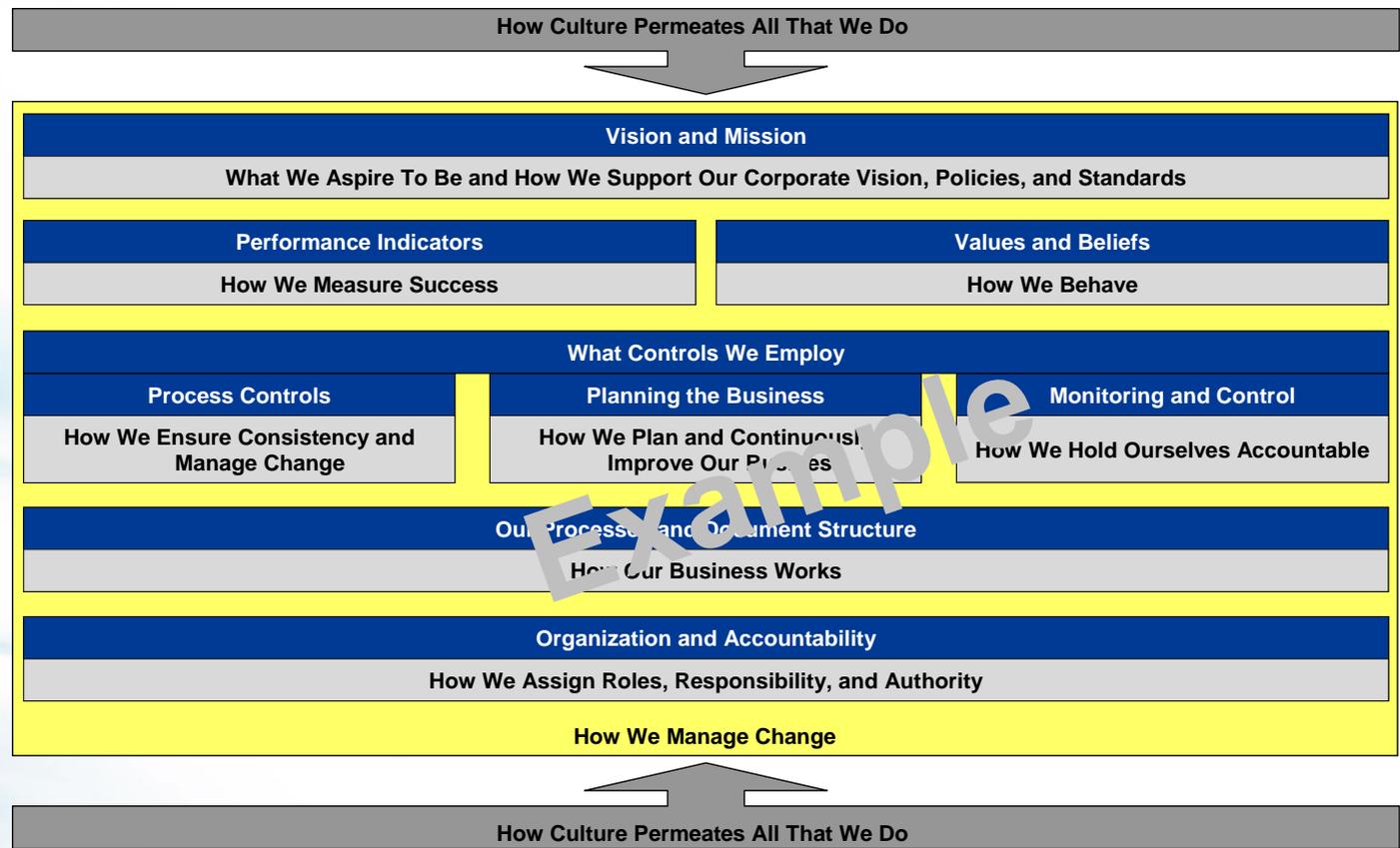
8 WOMEN AND THE NUCLEAR TALENT POOL

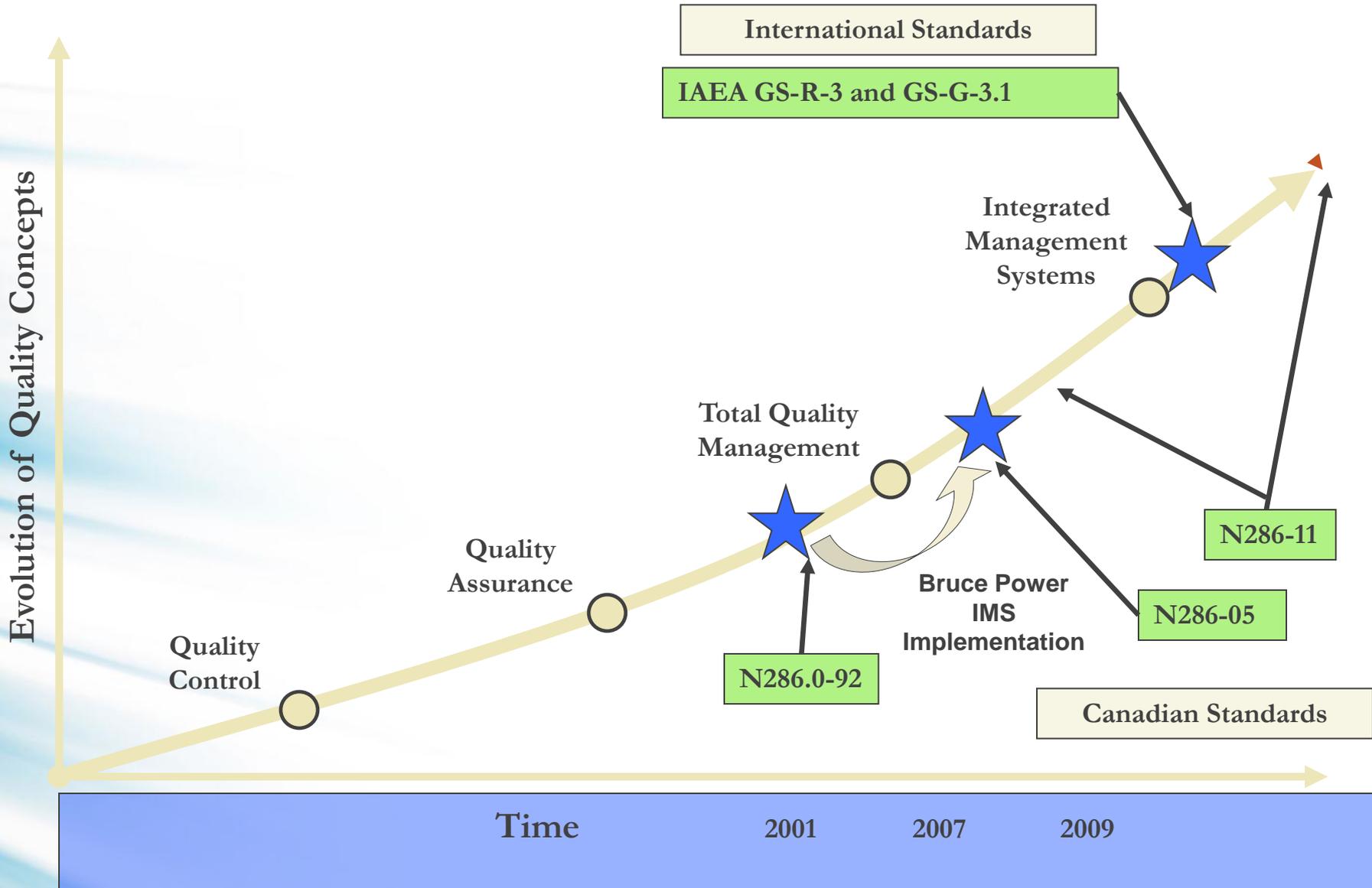
Providing Thought Leadership Integrated Management Systems

“An integrated management system (IMS) is a management system which integrates all components of a business into one coherent system so as to enable the achievement of its purpose and mission”

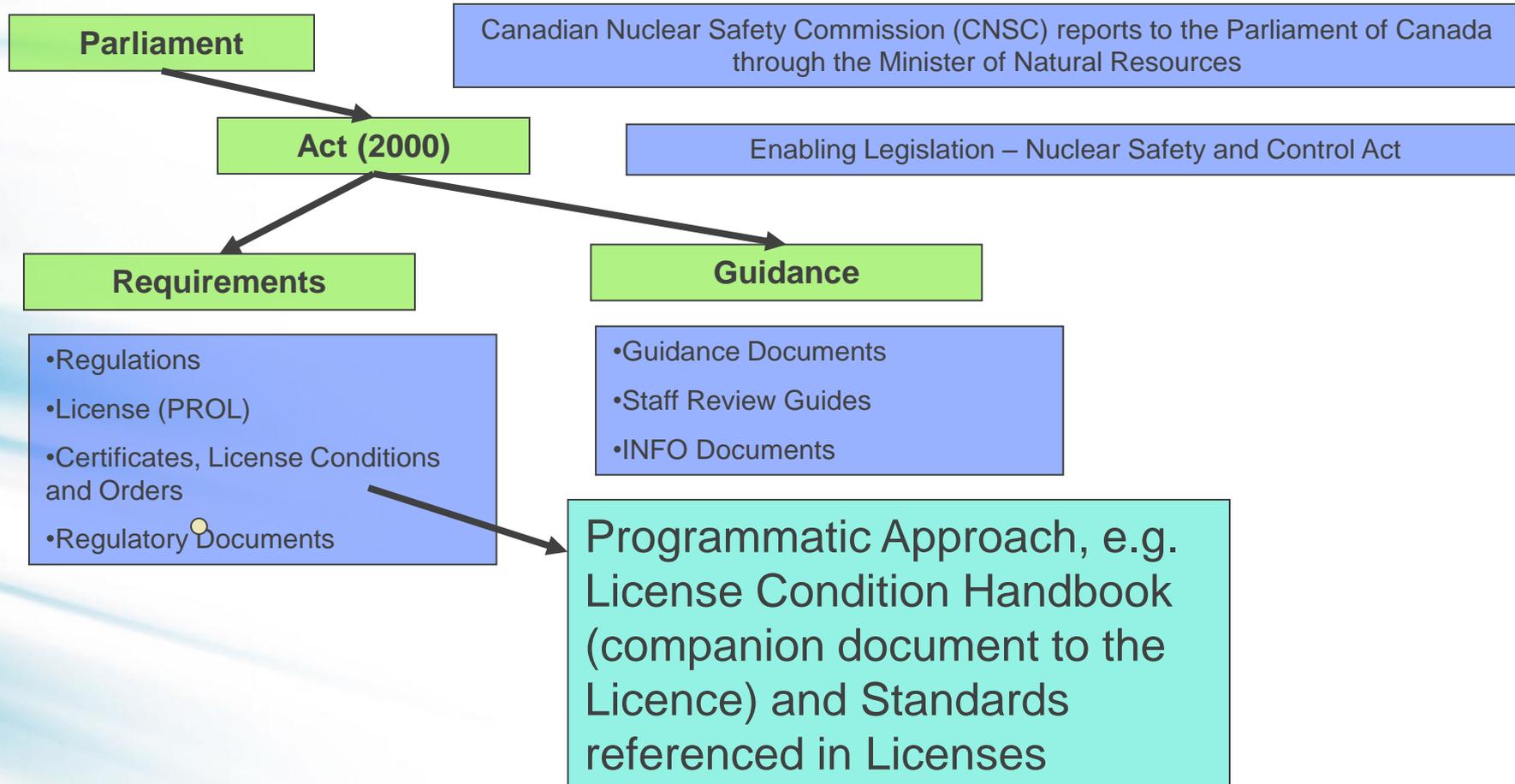
Chartered Quality Institute

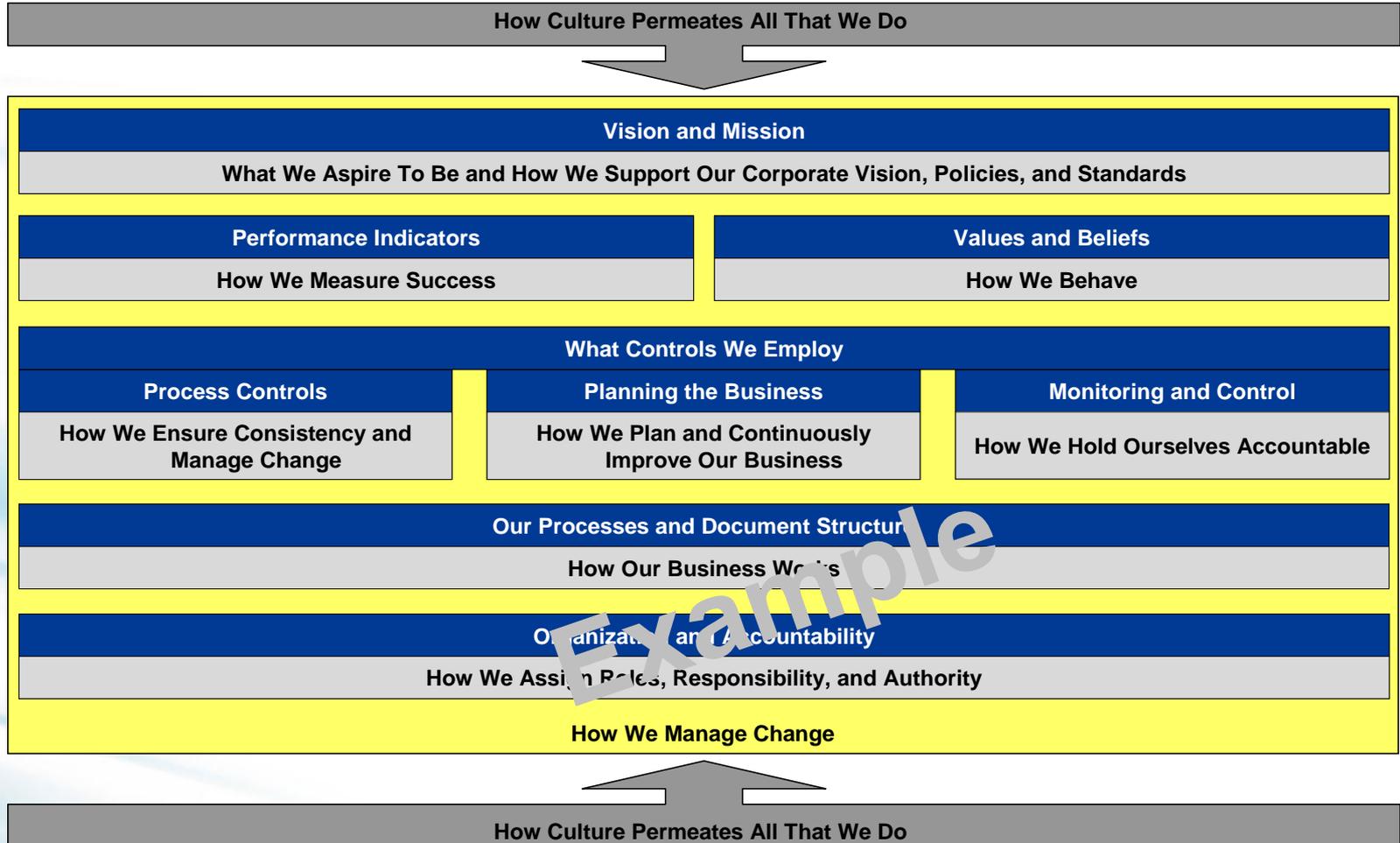
A management system should be a comprehensive framework for consistent execution of all that is done, should drive standardization and include a performance assessment and continuous improvement tools

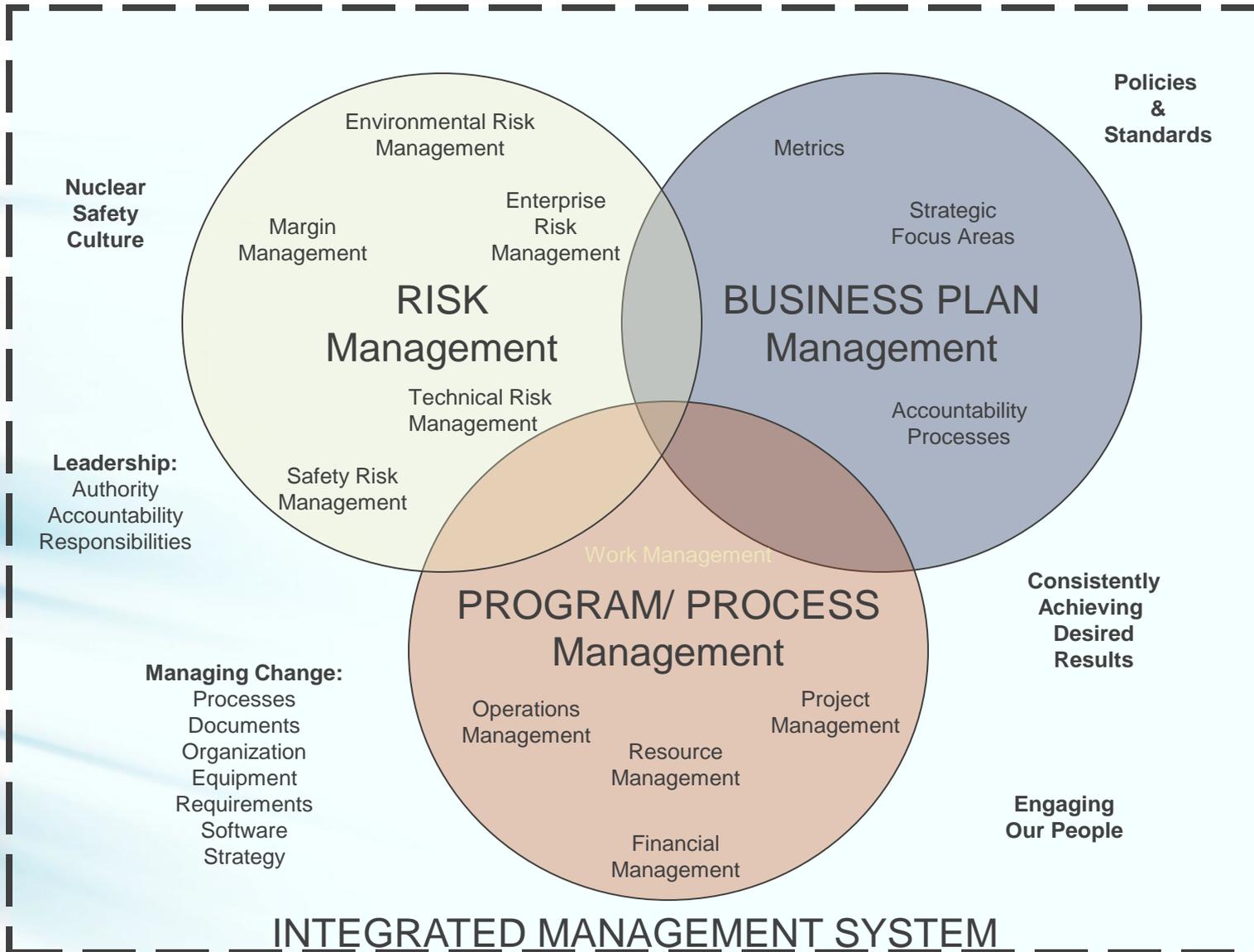




Canadian Regulatory Context

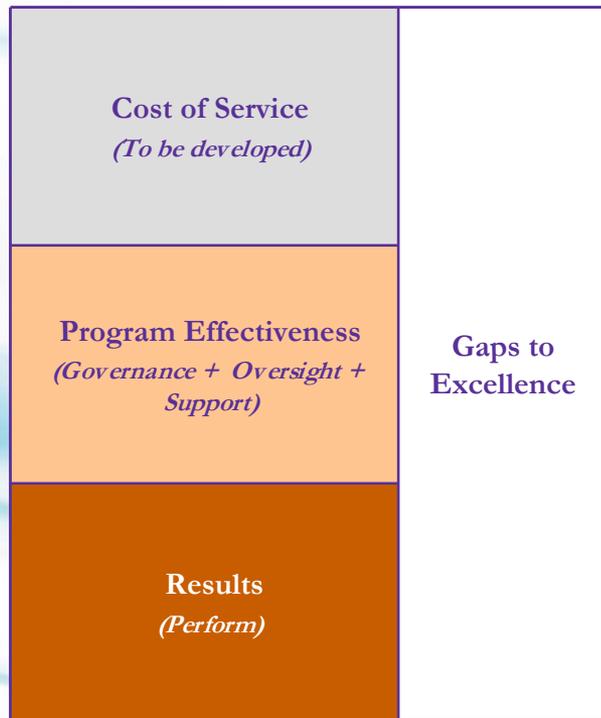






Thought Leadership in Assessment

Phase I – Functional Area

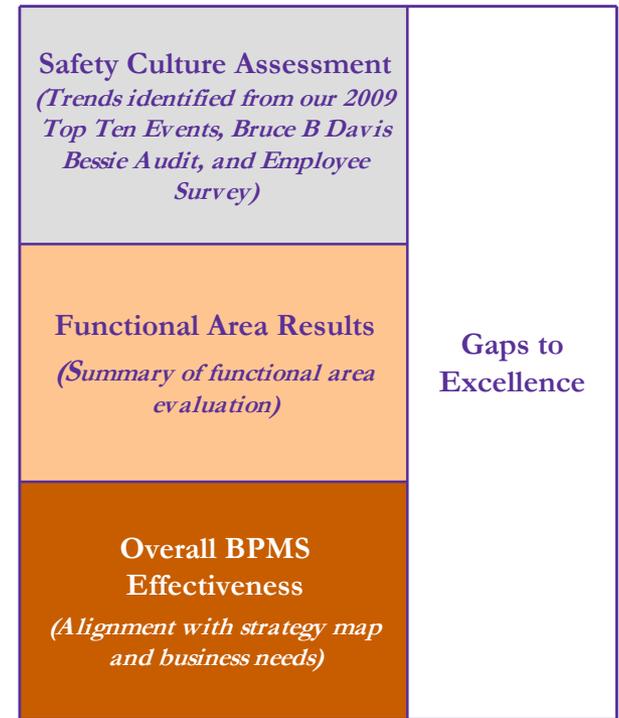


▪ Risk informed safety culture assessment results / trends

▪ Cross-functional strategic themes

▪ Systemic functional area results/trends

Phase II – Overall BPMS



Business Planning and Accountability Processes

Assessment Approach

- Assessment of the State of the Functional Area (SOFA) completed by each Corporate Functional Area Manager (CFAM) looking at the elements of the GOSP model, MSM requirements and results of metrics;
- An *independent review* of the SOFA governance and oversight assessment together with a cross-disciplinary VP Review of each Functional Area;
- An *independent* Risk Informed Safety Culture review of the top 10 events of 2009;
- A review of the 2009 organizational effectiveness audit on the Davis Besse SOER against the WANO 8 Principles of a Strong Nuclear Safety Culture;
- A review of 2009 oversight inputs (WANO report, FASA results, Audit findings, Risk Logs, etc. to identify cross cutting themes and trends;
- A review of 2009 Employee Engagement Survey results against the WANO 8 Principles of a Strong Nuclear Safety Culture;
- An Audit of the BPMS for N286-05 compliance; and
- Compilation of overarching themes and trends and review of Station Excellence Binders to determine corrective actions already in progress.

Build a Network of Mentors & Sponsors



A mentor or sponsor can wear many hats:

1. A coach or advisor who helps clarify performance goals, development needs and offers feedback to improve performance.
2. A counselor who helps you understand the organization's environment.
3. A role model who models the types of behaviors you may want to develop.
4. An advocate or champion who opens doors and introduces you to their network of professional contacts.

Seek out Opportunities



Return to Operations Focus Area Self Assessment

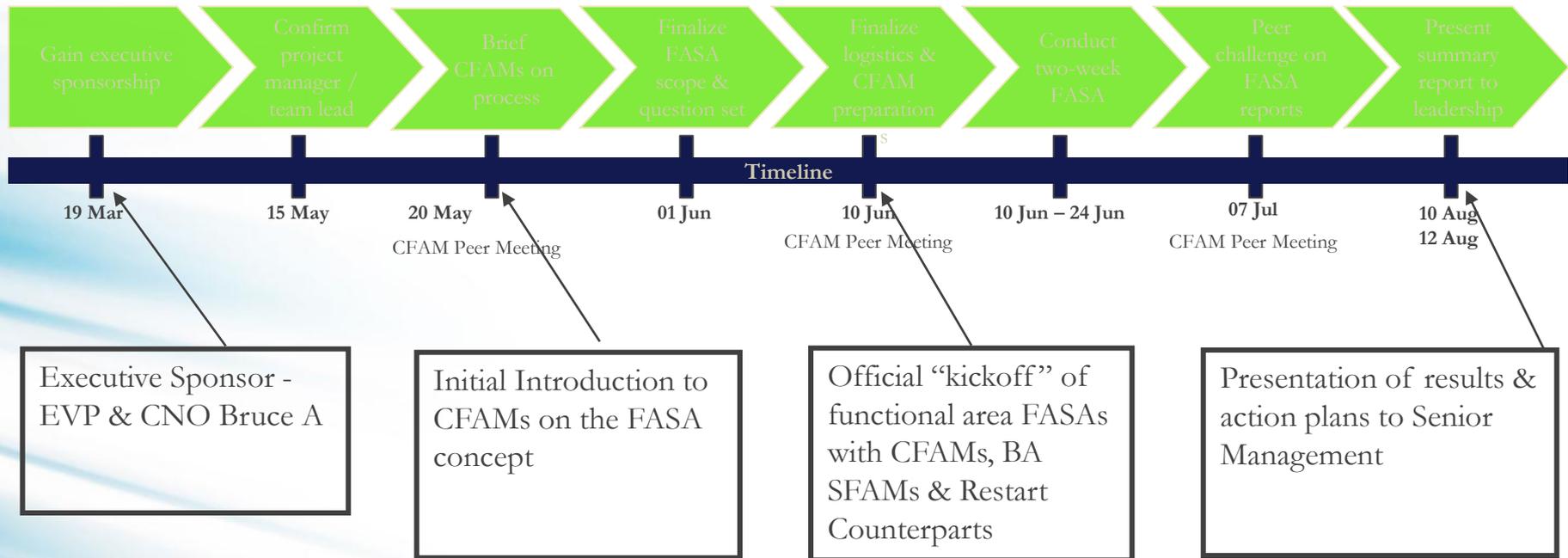
Lofty Goal:

As part of commissioning activities for Units 1 and 2 Restart, provide senior leadership with additional confidence and insights regarding functional area readiness, identify gaps, and engage the Corporate and Site Functional Area Managers [CFAMs & SFAMs] in driving these to closure. Complete a comprehensive horizontal assessment to complement the audits and assessments already being performed. Output of this effort included:

- Thirty seven functional area FASA reports answering a common set of questions as-well-as identifying function specific risks, gaps and a review of relevant OPEX (e.g., Browns Ferry, Pickering)
- Confirmation from each CFAM that the function is ready for commissioning or that gaps have been identified, risks assessed, action plans developed
- Summary report of cross-cutting issues
- Presentation to the site leadership team and other senior executives on the findings
- Integrated return to operations action and change leadership plan

Readiness Assessment Approach & Logistics

Logistics Overview:

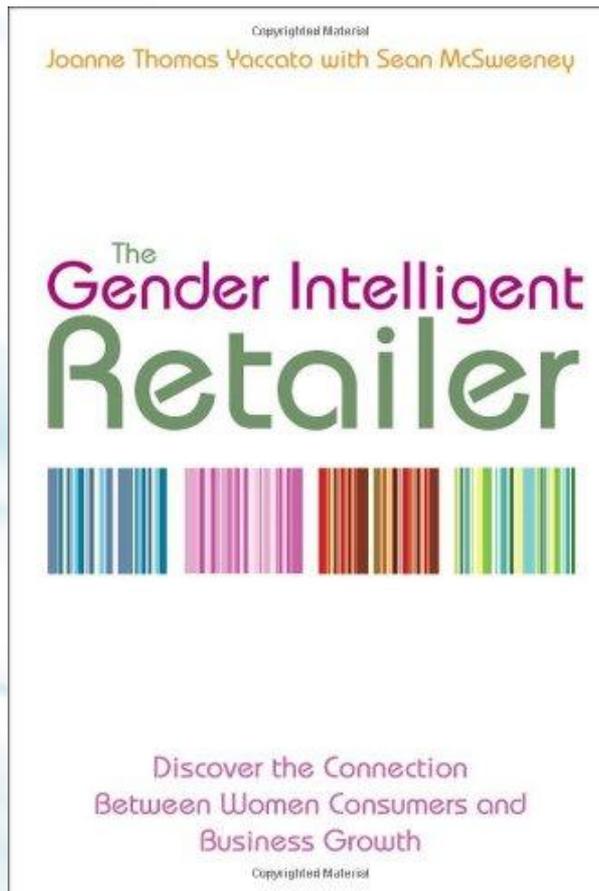


Practice Self-Promotion



- **Keep track of skills, accomplishments, contributions and performance**
- **Demonstrate your knowledge**
- **Ask for feedback**

External Recognition is Great



Case study about my innovative work at Bruce Power in regards to reaching out to a female demographic to build support for nuclear power

Celebrate Each Success



- Set Lofty Goals
- Become a Thought Leader
- Build your Network
- Seek out Opportunities
- Practice Self Promotion

