Panel: Intervening to make high reliability organizing work

Moderator: Jim Holbrook
Panelists: Annette Gebauer, Beratung für Corporate Learning; Robert Taen, Apollo 13 Consultants; Shirine Moerkerken, Strange – Strategy and Change; Bert Slagmolen, Apollo 13 Consultants

Four consultants and a scientist actively involved in making HRO work, share their experiences, methodologies and results. All are active in a broad range of organizations. To develop or enrich organizational cultures in a methodological way to higher levels of collective mindfulness is their main ambition. It means re-enacting challenges, assessing implicit belief and value systems, and collectively developing new interactional patterns. Perceived financial constraints, perceived leadership focus and perceived government regulations are reframed to make HRO seen as a next step in organizational development instead of an threatening perspective or a new checklist. Believing is seeing.

- Collective Mindfulness in an Intensive Care Unit - survival strategies of the non-fittest (Shirine)
  - Staff Ride in an Industrial Setting - breaking through bounded rationalities and relations (Annette)
  - Safety in multi-multi-actor settings - do you see my glass ceiling? (Robert)
  - Learning to enact and act HRO - stretching hearts and minds in chemical process industry (Bert)