



Second Training Course on Embedding Leadership Behaviour for Resilient Nuclear Performance

IAEA Headquarters, Vienna, Austria

6-10 October 2025

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Information Sheet

Introduction

Following the publication of Leadership and Management for Safety (IAEA Safety Standards Series No. GSR Part 2) in 2016, Member States have repeatedly requested practical guidance on what nuclear leadership means, how it differs from and relates to nuclear management, and how it is best identified, further developed, and applied. In parallel, and particularly since the onset of the pandemic in 2019, Member States have been actively seeking guidance and support to strengthen resilient nuclear performance, systemically – at the human, technological, and organizational levels, and interfaces. In response to these requests, the Agency has initiated the development of two publications, the first titled ‘Leadership in the Nuclear Organization’, and the second, ‘Strengthening Resilience in the Nuclear Organization’.

However, in recent Technical Meetings related to nuclear human resource management and leadership, Member State delegates have asked for practical, applied, practice opportunities to develop these leadership and management capabilities that serve as the backbone of a resilient nuclear organization. And though ‘on the job’ performance allows for development of these critical interpersonally oriented behaviours, the opportunity as well as the skill for reflection, to learn from others in an environment where it is safe to take risks (e.g. ‘safe to fail’), and to receive meaningful behavioural feedback and coaching, is not a part of everyday performance. Moreover, the ability to sustain safe, secure, and effective performance in the face of emergent (as opposed to ‘emergency’) situations where the unexpected must be navigated, even for those mundane and everyday challenges.

Because sound managements practices and systems and strong leadership skills and capabilities form the basis for successful, sustainable, and resilient organizational performance, an opportunity exists for development of these necessary skills, knowledge, and abilities in a controlled learning environment. These leadership and management capabilities are arguably even more critical in the nuclear industry where consistent and reliable performance is an imperative. Though many organizations have leadership and management development programmes in place, not all take into consideration the unique characteristics and context of a nuclear leader, nor the need to formally develop these capabilities in a concerted, applied manner. Most programs do not consider how to effectively transfer newly acquired practices and approaches into day-to-day work or effectively measure this learning and its impact on safety and organizational culture.

Though the International Atomic Energy Agency (IAEA) has developed many valuable guidance publications to support human factor related behaviours and capabilities development, and has also developed more interactive tools and resources like the LeaD toolkit (a web-based tool for nuclear leadership development) that can help Member States, Member States are asking for more immediate and dynamic learning protocols that strengthen and expedite the development of excellent human performance through active engagement and practice.

Objectives

The purpose of the event is to provide a ‘train the developer’ programme that assists Member States’ learning and development personnel to effectively develop and implement a fully immersive and experiential learning event that complements existing leadership development programmes and systemically strengthens resilience in their nuclear organizations.

The objectives of the event are to provide participants from nuclear organizations with an immersive experience that allows for the development of dynamic leadership and management capabilities, realized through practice, reflection, and feedback, that will foster greater resilience among nuclear organizations and industry. It serves as a ‘train the trainer’ opportunity, such that participants take their learning back to their home organizations and integrate similar trainings into existing nuclear leadership development programmes and those under development.

Target Audience

This event is targeting early-to-mid career (3-8 years of experience in the nuclear industry) professionals who are incumbent managers or influential individual contributors and who want a deeper management/leadership experience with peers from the broader international field.

Member States are welcome to provide more than one nominee in both groups of targeted participants.

Working Language(s)

English.

Structure

Up to 25 nominated participants will actively participate in this workshop over the first four days of the event. Up to five teams of five participants and two facilitators, one technically focused and the other interpersonally focused, will actively engage in scenario/role-playing activities as role-players, observers, and feedback-providers. On Day 5, participants will reflect on the workshop experience and hold an individual reflection and final feedback meeting with their facilitator team. Up to five observers will also be invited, assigned to one group and rotated across groups, allowing for feedback on facilitator team consistency and quality.

Participation and Registration

All persons wishing to participate in the event have to be designated by an IAEA Member State or should be members of organizations that have been invited to attend.

In order to be designated by an IAEA Member State or invited organization, participants are requested to submit their application via the InTouch+ platform (<https://intouchplus.iaea.org>) to the competent national authority (Ministry of Foreign Affairs, Permanent Mission to the IAEA or National Atomic Energy Authority) or organization for onward transmission to the IAEA by **25 July 2025**, following the registration procedure in InTouch+:

1. Access the InTouch+ platform (<https://intouchplus.iaea.org>):
 - Persons with an existing NUCLEUS account can sign in to the platform with their username and password;
 - Persons without an existing NUCLEUS account can register [here](#).
2. Once signed in, prospective participants can use the InTouch+ platform to:
 - Complete or update their personal details under ‘Complete Profile’ and upload the relevant supporting documents;
 - Search for the relevant event under the ‘My Eligible Events’ tab;
 - Select the Member State or invited organization they want to represent from the drop-down menu entitled ‘Designating Authority’ (if an invited organization is not listed, please contact InTouchPlus.Contact-Point@iaea.org);
 - If applicable, indicate whether financial support is requested and complete the relevant information (this is not applicable to participants from invited organizations);
 - Based on the data input, the InTouch+ platform will automatically generate the Participation Form (Form A) and/or the Grant Application Form (Form C);
 - Submit their application.

Once submitted through the InTouch+ platform, the application, together with the auto-generated form(s), will be transmitted automatically to the required authority for approval. If approved, the application, together with the applicable form(s), will automatically be sent to the IAEA through the online platform.

NOTE: The application for financial support should be made together with the submission of the application by **25 July 2025**.

For additional information on how to apply for an event, please refer to the [InTouch+ Help](#) page. Any other issues or queries related to InTouch+ can be sent to InTouchPlus.Contact-Point@iaea.org.

Selected participants will be informed in due course on the procedures to be followed with regard to administrative and financial matters.

Participants are hereby informed that the personal data they submit will be processed in line with the [Agency's Personal Data and Privacy Policy](#) and is collected solely for the purpose(s) of reviewing and assessing the application and to complete logistical arrangements where required. The IAEA may also use the contact details of Applicants to inform them of the IAEA's scientific and technical publications, or the latest employment opportunities and current open vacancies at the IAEA. These secondary purposes are consistent with the IAEA's mandate.

Further information can be found in the [Data Processing Notice](#) concerning IAEA InTouch+ platform.

Expenditures and Grants

No registration fee is charged to participants.

The IAEA is generally not in a position to bear the travel and other costs of participants in the event. The IAEA has, however, limited funds at its disposal to help meet the cost of attendance of certain participants. Upon specific request, such assistance may be offered to normally one participant per country, provided that, in the IAEA's view, the participant will make an important contribution to the event.

The application for financial support should be made, together with the submission of the application, by **25 July 2025**.

Venue

The event will be held at the Vienna International Centre (VIC), where the IAEA's Headquarters are located. Participants must make their own travel and accommodation arrangements.

General information on the VIC and other practical details, such as a list of hotels offering a reduced rate for IAEA participants, are listed on the following IAEA web page:

www.iaea.org/events

Participants are advised to arrive at Checkpoint 1/Gate 1 of the VIC one hour before the start of the event on the first day in order to allow for timely registration. Participants will need to present an official photo identification document in order to be admitted to the VIC premises.

Visas

Participants who require a visa to enter Austria should submit the necessary application to the nearest diplomatic or consular representative of Austria at least four weeks before they travel to Austria. Since Austria is a Schengen State, persons requiring a visa will have to apply for a Schengen visa. In States where

Austria has no diplomatic mission, visas can be obtained from the consular authority of a Schengen Partner State representing Austria in the country in question.

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Subsequent correspondence on scientific matters should be sent to the Scientific Secretary and correspondence on other matters related to the event to the Administrative Secretary.

Event Web Page

Please visit the following IAEA web page regularly for new information regarding this event:

www.iaea.org/events/EVT2404319