

- **Name: OLGA PÉREZ ALONSO**
- **Formal background/education:** Master degree in Psychology at Universidad Autónoma, Madrid, Spain.
Associate Certified Coach by the International Coach Federation.

- **Work experience:** 15 years experience. Senior consultant, professional and executive coach. Organizational and safety culture development and continuous improvement. Support to top management in the development of abilities for safety culture and leadership. Collaboration with IAEA International Missions on Management Systems in the areas of organizational and safety culture and leadership for safety. Previous experience: Senior consultant at the Spanish Nuclear Regulatory Body, at the organizational and human performance department. Member of ICF. Co-vice chair of MSTF at Foratom.

TECNATOM S.A. (2005-to date)

Senior Consultant and Executive Coach

Managers support on safety management, leadership development, organizational changes, and safety culture.

Individual and team coaching.

Assessment and interventions for the improvement of organizational and safety culture, and leadership skills.

Development and lecturing training courses on safety culture, leadership competencies and safe behaviours for managers and workers.

SPANISH NUCLEAR SAFETY COUNCIL (1997-2004)

Senior Consultant

Analysis of safety management systems, organizational changes and safety culture of nuclear installations.

Analysis of the ergonomics in training simulators.

Analysis of operational events from human and organizational point of view.

Analysis of performance shaping factors influencing human performance.

FUNDACIÓN HOSPITAL ALCORCÓN (2002)

Ergonomist

Assessment of ergonomics and psycho-social factors influencing worker performance.

CULTURAL INSTITUTIONS (1995-1999)

Development Consultant

Co-ordination and facilitation of workshops on personal development and improvement

- **Your own/personal definition of safety culture:**
 - The way a nuclear organization makes its business.
 - Behaviours, assumptions and beliefs shared by the members of an organization demonstrating that safety is taken into account in every decision and every activity.
 - Shared values that guide the way workers treat each other and approach their work.
 - Practices, credo, values that an organization creates around the way of handling people and tasks, result of a complex group learning process.
 - Primary attention that an organization pays to safety issues as part of its daily work and relations.