

- **Name:** Germaine Watts
- **Formal background/education:** Bachelor of Business Administration (University of New Brunswick) and a Masters in Industrial Relations (University of Toronto).
- **Work experience:** Germaine has 25 years of experience in human resource management, organization design and development, and organizational culture assessment and change. She has worked in various industry sectors, including nuclear, and in recent years has supported the development of safety culture reports with the International Atomic Energy Agency. Germaine is the CEO of the Canadian management consulting firm Intelligent Organizational Systems (*IntelOrgSys.com*).
- **Personal definition of safety culture:** Safety culture refers to a shared meaning system that prioritizes safety in all decisions and actions, and seeks to minimize the potential for harm to individuals, the public and the environment.