

EFCOG HPI Working Group Monthly Conference Call, August 25, 2022

Participants:

- Mike Petrowski (LANL)
- Lauri Minton (PANTEX/Y-12)
- Kathy Pratt (Y-12)
- Andy Hobbs (Y-12)
- Guillame LaForest (PPPL)
- Nancy Van (PPPL)
- Joy Fleming (PPPL)
- Paula Pallan (ANL)
- Lauren Gagan (ANL)
- Sue Bauman (ANL)
- Gale Voyles (Hanford WTP)
- Shalaine Britain (WIPP)
- Tim Snow (NREL)
- Michelle Kirsh (NREL)
- James Newman (LBNL)
- Bill Brown (BNL)
- Tamara Shokes (INL)
- Tyson Allen (INL)
- Fred Gholson (INL)
- David Boyce (INL)
- Cheryl MacKenzie (SNL)
- Roby Robinson (Hanford Management)
- Daryl Smoldt (SRNS)
- Doug McKenzie (SRS)
- Rizwan Shah (DOE-HQ)

11:02 meeting started

1) Task Team Business

- a) New/Departing Members
 1. INL
 - i. Shane Bush (retired)
 2. ICP (Idaho Environmental Coalition):
 - i. Trish Hughes (retired)
 - ii. Saprena Lyons took over for Trish
 - iii. Maribel Ochoa Martinez, Safety and Health new member
 3. Y-12

- i. Kathy Pratt - new member
 - ii. Gina Fitzmaurice - Y-12 Safety and Industrial Hygiene Technical Advisor, new member
- 4. Princeton Plasma Physics Laboratory
 - i. Guillaume R LaForest, Staff Specialist Mission Readiness Assurance - new member
- 5. WIPP (Nuclear Waste Partnership, LLC)
 - i. Shalaine Britain, Conduct of Operations Manager - new member
- 6. WTP (Bechtel National, Inc. (Hanford WTP))
 - i. Allison Cleaver, (no longer at WTP)
 - ii. Gale S F Voyles, WTP Deputy Project Manager of Quality - new member
- 7. Hanford Laboratory Management
 - i. Roby Robinson, Employee Concerns Program Manager – new member
- 8. ORCC
 - i. Gary Hingdon – new member
- 9. National Training Center
 - i. Robin Franke - returned to LANL

b) **Team leadership changes**

- 1. Chuck Ramsey
 - i. Chuck has stepped down as a Task Team Co-Lead
 - ii. Chuck will continue participating in the EFCOG HPI TT as time permits
 - iii. Thank you chuck for your MANY years of service and valuable contributions to the EFCOG HPI Task Team. I am very glad that you will continue to participate on this Task Team.
 - iv. Looking for anyone interested in filling this vacancy

c) **Benchmarking Requests:**

- 1. Brian.Martin@srs.gov
 - i. CAS Task 3 - Operational Upsets
 - ii. The metrics sub-team is working to help identify viable consistent measurements and trending of Operational Upsets.
 - iii. This request, from the Metrics team, is for current metric examples. We would like to see how each of the sites measure Operational Upsets. We are asking for the definition of the metric, or how you calculate the data points. We do not necessarily need to see your dataset.
 - iv. In addition to metrics for how you measure Operational Upsets, please provide any metrics you would consider to be a leading indicator that

could drive actions to prevent Operational Upsets. For example, a metric that measures ConOps events that do not rise to the level of Operational Upset.

- v. I selected the names for this request from the Task Team 3 Plan dated June 2022, so if you are not the current or correct point of contact, please forward to the correct person.
- vi. We are asking for your reply by September 15th.

d) Review/Update Tasks and initiatives

| Human Performance | | |
|--|--|---|
| Activity(s) | Benefit(s) | Deliverable/Key Milestone(s) |
| <p>ISM-HPI-22-01 ISM-WP&C-22-01 Collaborative effort between HPI and WP&C</p> <p>Meeting will kick off January 12, 2021.</p> <p>Team will meet monthly, 2nd Wednesday, 12:00-1:00 EST</p> | <p>BENEFITS id'd in EFCOG Plan</p> <ul style="list-style-type: none"> Integration of HPI into WP&C Provide Best Practices/ Guidance that incorporates HPI factors into WP&C practices <p>GOALS:</p> <ul style="list-style-type: none"> Provide <u>some</u> best practices and techniques to apply for tasks such as Post-Job reviews (After action Reviews), writing techniques to incorporate place keeping, HPI tools, critical steps, etc. Align ISM wheel with HPI tools (SRS) Emphasize the importance (value added) when HPI is part of WP&C; building resiliency into the process Consider - Crosswalk DOE HDBKs <p>UPDATE: The team is continuing to look for best practices; identified the concept and starting on a white paper, but teasing out the details now that should be in the "consideration" for what we should put in that document.</p> | <p>DELIVERABLE (9/30/2022)</p> <ul style="list-style-type: none"> Generation of guidance for improvement on Pre-Job Briefs, Post Job Reviews, Integrating HPI into job planning. Pause/stop work, etc. <p>Team</p> <ul style="list-style-type: none"> Mike Petrowski, LANL - Facilitator Chuck Ramsey, ORNL Lauren Gagan, ANL Bill Brown, BNL Susan Bauman, ANL Trish Hughes, ICP Jeff Warga, LLNL Cheryl MacKenzie, SNL Andrew Peterson, LBNL Dan Gautier, J-Lab Linda Collier, LANL James Newman, LBNL Heath Garrison, NREL Kim Jeskei, ORNL |

| Human Performance | | |
|--|---|--|
| Activity(s) | Benefit(s) | Deliverable/Key Milestone(s) |
| <p>ISM-HPI-22-01 HPI for Knowledge Workers</p> <p>Kickoff meeting held on December 13, 2021</p> <p>Team will meet monthly, 2nd Monday, 2:00-3:00 EST</p> | <p>BENEFITS:</p> <ul style="list-style-type: none"> Realize opportunities to break the myth where people believe that HPI does not apply to them as they perform no physical work <p>UPDATE: The team has had a brainstorming session; came up with a lot of good ideas; currently trying to figure out what we want it to look like; capturing conversations right now, and getting good info out of those.</p> | <p>DELIVERABLE (9/30/2022):</p> <ul style="list-style-type: none"> Issue adaptation for DOE complex from INPO 05-002, Rev 1: Human Performance for Engineers and other Knowledge Workers <p>Team</p> <ul style="list-style-type: none"> Mike Petrowski, LANL - Facilitator Sue Bauman, ANL Tamara Shokes, INL David Boyce, INL Lloyd Keith, WRPS Lauri Minton, PANTEX Janes Newman, LBNL Ben Close, SNL Daryl Smoldt & Cassie Sistare, SRS Chuck Ramsey, ORNL <p>*(limited participation)</p> |

| Human Performance | | |
|--|--|--|
| Activity(s) | Benefit(s) | Deliverable/Key Milestone(s) |
| <p>HPI-Task 22-03: HPI Messaging</p> <p>Kickoff meeting held on December 1, 2021</p> <p>Team will meet monthly, 1st Wednesday, 1:00-2:00 EST</p> <p>Task team members shared lessons and what they are most proud of; Cassie has taken that information and started the document on HPI Messaging; next meeting will share what they have; very productive so far</p> | <p>BENEFITS:</p> <ul style="list-style-type: none"> Getting people to embrace and integrate HPI into daily work. Bringing INPO Practices into DOE environment as seek performance improvement <p>GOALS:</p> <ul style="list-style-type: none"> Provide avenues that may be leveraged to communicate HPI Integrating HPI into general business practices to minimize the risk posed by human error Educating the workforce about HPI, the benefits of HPI, and opportunities to use HPI Gives you the foundation to build reliability into your operations (repeat safe work). At the end of the day it's not about safety, it's about performance. Opportunities to capture what you do well and where you can do better. Make HPI part of the culture so it's second nature <p>UPDATE: In about the same place as the other teams – got most of the content for the messaging content; next meeting in a couple of weeks; trying to take best practices from all the team members, getting a large variety, but will get to the point where we will refine that document.</p> <p>Had a couple of comments – Daryl sent the document back out last week; have received great input from everyone listed on the team, so they are polishing it up with one more review from the team, and they may be able to finish it up after that.</p> | <p>DELIVERABLE: (9/30/2022)</p> <ul style="list-style-type: none"> Getting people to embrace and integrate HPI into daily work. Bringing INPO Practices into DOE environment as seek performance improvement <p>Team</p> <ul style="list-style-type: none"> Daryl Smolt, SRS - Facilitator Dave Baird, FNL Mike Petrowski, LANL Cassie Sistare, SRS Paula Pallan, ANL Trish Hughes, ICP Doug McKenzie, SRS Brandy Young, INL James Newman, LBNL |

e) **Announcements**

- None

f) **Upcoming Meetings (EFCOG and other HPI meetings)**

- None

• **Webinars: still the same**

- Paradigm Human Performance Ltd + Shane Bush
 - www.paradigmhp.com
 - (UPDATE) Every **OTHER** Thursday 2:00 PM GMT – Most recent this morning, 8/25
 - POC - Teresa Swinton: webinar@paradigmhp.com
 - Registration: <https://www.paradigmhp.com/learning-organisation-webinar>
 - NEW NAME for Webcast library: HOP Academy
 - There is a whole library of content you can access
- EUCI - Human Performance Community of Practice
 - <https://www.resilientgrid.com/hpcop>
 - Hosted by KnowledgeVine
 - Every other Thursday 4PM EST – Next one is TODAY 8/25
 - HP Community of Practice discussions will continue to take place every other Thursday and are free for the HP community to participate. There will be a presentation and discussion by a few select hosts, followed by a question and answer/discussion period for all. We will follow up on the session with a virtual Happy Hour.
 - To join: <https://mailchi.mp/e4274b7f9e84/hpcop>
 - HumanPerformanceCOP@gmail.com
 - Past Presentations: <https://www.resilientgrid.com/hpcop-3>
 - August 25 presentation:
 - Human Performance in Action Conference: Presentation Review and Planning
 - Thank you so much to everyone who attended the Human Performance in Action Conference (HPAC) earlier this month! It was so wonderful to be together as an extended family.

- James and Mike will lead a review today of the conference for those who weren't able to attend, and we'll have a group discussion for future topics for the Human Performance Community of Practice, and share ideas for future conference planning. You can review most of the presentations here: [HPAC Presentation Files](#) - presentations are public ([https://urldefense.com/v3/https://resilientgrid.us8.list-manage.com/track/click?u=9d19e8ac4c757d007c279eff5&id=dfd71a35dc&e=344d9bf86a%3A!!Bt8fGhp8LhKGRg!HRiWQ_mkCJwGRpTpPPRX_1yRJQHR7Gkg35Cw1arlsALAndcncrzC2LRoAtNfo06LB0W_NZgpj_CsM62eTvOeGQ2a1bmyKCA\\$](https://urldefense.com/v3/https://resilientgrid.us8.list-manage.com/track/click?u=9d19e8ac4c757d007c279eff5&id=dfd71a35dc&e=344d9bf86a%3A!!Bt8fGhp8LhKGRg!HRiWQ_mkCJwGRpTpPPRX_1yRJQHR7Gkg35Cw1arlsALAndcncrzC2LRoAtNfo06LB0W_NZgpj_CsM62eTvOeGQ2a1bmyKCA$))

- CHOL - Community of Human and Organizational Learning
 - Formerly HPRCT
 - <https://www.cholearning.org/>
 - <https://hprct.org> redirects you to the new webpage
 - Monthly Webinars:
 - <https://www.cholearning.org/professional-development>
 - **Upcoming Webinar:**
 - How to Make Human Performance Tools Used and Useful
 - September 1, 2022, 10:30 EDT
 - John F Kowalski C.S.P., owner and president of Safety Performance, LLC joins The Community for his first speaking event.
 - Similar to Personal Protective Equipment, Safety Performance Tools used on a daily basis are a solid defense against an event including injuries. The likelihood of errors can be reduced through the proper use of Safety Performance Tools. From the Job Brief to Self & Peer Checks, the tools influence Team and Individual Behaviors to safely perform the task.
 - News and Blogs:
 - <https://www.cholearning.org/news>
 - Video Library:
 - <https://www.youtube.com/channel/UCRbkD3m2ro7kCK-uF1X772A>

- **2022 Conference Materials Access**
 - Ticket holders have exclusive access to recordings and presentations.
 - Utilize your Sched login right here on our website.
 - Material will be publically available sometime this fall
 - **29th Annual Conference (2023)**
 - Renaissance Portsmouth-Norfolk Waterfront Hotel in Portsmouth, VA
 - Conference: Tuesday, June 13th thru Thursday, June 15th
 - Workshops: Friday, June 16th
 - Conference Mailing List
[\(https://www.cholearning.org/professional-development\)](https://www.cholearning.org/professional-development)
- Jake Mazulewicz, Ph.D. (JMA Human Reliability Strategies, LLC)
 - Register here → <https://reliableorg.us17.list-manage.com/track/click?u=69375436f0fe7417b32098519&id=495d22c022&e=450c586b2d>
- Recent HPI Conference in Louisiana
 - Daryl Smioltdt attended – first annual hosted in Lake Charles. Looking to refresh HPI at Savannah River, but now trying to get it working on our electronic interface; primarily utilities industry – they don’t use the 32 error precursors like we do – they have 13, and they don’t call them error precursors – they just narrowed that down to 7; strong focus on field work; very good information and networking; it’s not just HPI – it’s the HOP aspect and getting the organization in the loop; he thinks they will make some changes there; they don’t do observations; at SRS they do management observations and BBS observations; they have learned they get less resistance of people watching them work when they call it a “interaction” instead of an observation – they interact, the observer learns from the worker, and the worker learns from the observer;
 - James Newman asked if any one presentation stood out to Daryl; Daryl felt like when Knowledge Vine went through a presentation where their IT VP went through how they package and brand their HPI documents; e.g., on Daryl’s HPI page, they have a lot of videos and DLAs – when you look at it, it’s just the words to click on the links; this company has a binder image on their web page – it gets you to the same content as ours does, but from a visibility standpoint, it looks better and is easier for the

user to navigate. He was concerned because it was this group's first conference, but it was a first class conference. They have an app you use to navigate that shows the presentation schedule and where the presentations are located. It was a GREAT conference and he hopes to be able to attend next year.

- Riz – thoughts on the HPI conference - the importance of growing the HPI community strategically is important to the success and reliability of the Department; James Merlo (used to be in NERC) – when he left, he was the single champion for that conference; what Riz likes about that conference is there are people at all different levels of the organization who attend, and a lot of different organizations; it's not that they are able to pull value-added presenters (they are), but the ability to network which gives you the ability to do quality benchmarking; he plans on DOE playing a larger role next year, and also inviting the nuclear power industry (HPRCT) next year; there is a definite need for building communities like this; it was value-added for him to go. Mike asked if there was any one presenter that stood out? Riz said it was more the theme of the diversity of tools for use – it's not all about safety – HPI is truly about improving the quality of the work across the organization, beyond Safety; from a programmatic perspective, there are a lot of areas where HPI is a good fit; they also tied HRO and HPI together nicely; philosophy is great, but if we aren't putting tools into the hands of people who need them, then we are just having a nice conversation

2) HPI Share

Joe Lockwood, N3B Los Alamos

Person View Vs. System View with a short case study example.

Joe has an emergent conflict and could not share. Joe plans to share at the Spetember meeting.

3) Roundtable

- Mike Petrowski (LANL)
 - One executive staff member is tasked with improving the work planning and control process at the lab
 - Lab-wide processes (two)
 - One is for just about everything (operations, maintenance, etc.) where you go through the 5 steps for the ISM system

- Maintenance and operations work is different than research; in research you are trying to discover things; so they have a second policy for research and development
 - Where things deviate is when you get down to the directorate level
 - e.g., maintenance workers follow certain work management processes; construction has their work management processes for D&D; plutonium infrastructure is a little different than for a production facility
 - She has reached out to Mike to see if they can get better alignment between the deviations between processes
 - He has been tasked to come up with a charter/game plan, and to go benchmark places that are doing that well – so you may get a call from me to see how your organizations do work planning, not from an HPI perspective, but “how the business is run” perspective
- Lauri Minton (PANTEK/Y-12)
 - Has two different “new to them” lesson plans working through the review and approval process
 - An Introduction to Human Performance Improvement, for anyone who is new to the concepts; about a one-hour block of classroom instruction with dynamic learning activities that can be tailored to the nature of the student’s work
 - HPI for Event Investigators and Qualified Causal Analysis Specialists, which will focus on helping investigators and causal analysts better recognize latent organizational weaknesses and precursors while working through the Issues Management process
 - Once the lesson plans have been approved, she will request approval to share them with this community of practice
- Guillaume LaForest (PPPL)
- Nancy Van (PPPL)
 - Got charter for HPI COP
 - Reaching out to groups (reaching their early career staff)
 - EC: Get value from participating, have time to participate
 - Reorg: upper level management is busy with reorg
 - Looking to “seed” the organization
- Paula Pallan (ANL)
 - Having some issues the last couple of weeks
 - Safety stand down to get people reconnected and more aware of safety; hopefully will reengage the workforce
- Lauren Gagan (ANL)
 - At ANL, we are partnering with our Events Analysis team and working on creating a micro learning on the twin matrix. We are also supplementing our existing HPI trainings with a human factored writing seminar through Procedure Solutions Management in FY23.

- Sue Bauman (ANL)
- Gayle Voyles (Hanford WTP)
- Shalaine Britain (WIPP)
 - Trying to implement HPI through Conduct of Operations; work Operational Expectations, include Con Ops, HPI, management – and all will involve DLA’s – she is ordering snap cards, mars rovers, etc. – something about a card that helps
 - Going to benchmark Idaho next week to see what they can bring back to their facility
 - Trying to integrate HPI into – pulling the Excellence Model when they went to Entergy, to merge HPI
 - Take 2 Give 2 – benchmarked WRPS and Energy Northwest (Columbia Generating Station) – job site on the take 2, Give 2 walks them through certain situations when they are out working. (see Give 2 Risk Decision Making Tool document attached to email)

TAKE 2 Take Time To Review Job-Site

- ▽ Am I qualified?
 - ▽ Are we on the correct train/component?
 - ▽ What hazards are in the area?
 - ▽ How could we get hurt?
 - ▽ Do we have the appropriate PPE, tools and safety barriers in place?
 - ▽ What dose reduction techniques should we use?
 - ▽ What else could go wrong?
 - ▽ How is plant status control being maintained?
 - ▽ Has all the energy been removed from the system/component?
 - ▽ Do we have Operations’ permission to manipulate components?
 - ▽ What are the expected results of my actions?
- NEVER** proceed when faced with uncertainty!
Always **STOP** work and place equipment in a safe condition and **EXPAND** the team. (GIVE 2)

GIVE 2 Risk Decision Making Tool

- ▽ **Recognize** the degraded condition or uncertain situation:
 - Deviation from plan/expected response?
 - Using assumptions, (I think or believe)?
- ▽ **Use Facts** to define consequences/risk:
 - Plant safety and reliability?
 - Personal safety and well-being?
 - Radiological safety?
 - Environmental safety?
- ▽ **Stop and Expand** the team:
 - STOP activity, place job site in SAFE condition. NOTIFY your supervisor.
- ▽ **Supervisor:**
 - Enter proper process/procedure for problem solving/resolution
 - Assess the risk
 - Confirm and document decision with peer/manager
- ▽ **Return** to work:
 - Are all issues addressed?
 - PJB and Take 2 completed for new plan?

- Tim Snow (NREL)
- Michelle Kirsch
 - No real update; very slow getting an HPI process going, and keep having events
 - Mike Petrowski offered to work with Michelle offline on “how to build a business case for HPI,” or have a separate meeting if anyone else wants to join in
- James Newman (LBNL)
 - They had a significant injury a couple of weeks ago where a subcontractor was cleaning out an area (housekeeping) between 2 trench cover plates; we have a

skid steer that moves the plates in place; he used his hand instead of the supplied broom to clean it out – communication broke down between the employee and the skid steer operator, and the employee had the tips of his fingers severed; as a comp measure, the skid steer operator is not allowed to do anything unless there is a minimum buffer zone between the ground worker and the steel plates (large plates, roughly – 6' x ???);

- Part of the investigation for this event was validating a fact finding process, and a quality review process document to grade a causal analysis once it's done; we are looking at more of a peer review on a lower level causal and also a higher level causal analysis, trying to evaluate whether this works at all levels of causal
- RIC Score (risk impact and complexity)
 - Looking at oncoming projects where the risk impact and complexity get an actual score/grade – certain projects jump to the top on the priority list; starting to do what they call “levelizing” so that certain project managers can't have all the risky projects on site;
 - Once you cross the threshold of a risk score, the subcontractor has to have an additional safety person to do the work
- Developing a nice dashboard that will give them a good leading indicator of issues; doesn't know of a good leading indicator across the sites for HPI
- They are looking at IS&S and the feedback process; the fifth part of the ISM process at LBNL is kind of lacking in getting feedback, transferring that knowledge, making sure they are getting better and sharing the knowledge
- The advanced light source is the reason a lot of people come to Berkley – someone gave them a slide on organizational drift, so he is coming in to talk to them about organizational drift – it's always great when people ask to know more about it instead of having to push it out to people
- Bill Brown (BNL)
 - Shalaine Britain brought up bringing ConOps and HPI together – it's a great idea; at a previous meeting, Daryl Smoldt also talked about blurring the lines between ConOps and HPI. If you read the preamble of the ConOps Order ([DOE O 422.1 Chg 4 \(LtdChg\), Conduct of Operations](#)) it talks about reducing human error and mitigating its consequences (i.e., HPI); however, it goes on to state that a facility shall have AT A MINIMUM, a ConOps matrix; a documentation cross walk that doesn't really do much, versus operating and getting work done; it can become a documentation exercise. THise interested can contact Bill for a 'one pager.'
 - Mike suggested we put that on the agenda for the Fall EFCOG meeting – would be a great topic to cover
 - Daryl added – he has talked in previous meetings that when they looked at it, they had so many senior managers concerned about “hey, if you have that there, DOE is going to look at it as a requirement” and that may have shaded how we implemented things; When did the DOE Handbook come out – 2009? He still sees people hesitating to blend the two, but to him it makes sense to integrate them; thinks this would be a great topic for the fall conference
- Tamara Shokes (INL)

- Nothing to update
- Tyson Allen
 - Nothing to update
- Cheryl MacKenzie (SNL)
 - Doesn't have any real updates, but wants to echo the conversation Bill brought up about integrating ConOps and HPI is a very important topic – it just keeps coming up; there is recognition of the two working together and what that can achieve – she is interested in that topic for the fall meeting
- Roby Robinson (Hanford Management)
 - From Hanford no, Laboratory Management and Integration Management) recent contract, but has all the onsite analytical piece; a little over a year in contract; trying to get HPI kicked off for them; last month got Lucas Engineering on board to get workforce through HPI training over the next months; going through the initial ISMS piece, and how HPI and ISMS can support each other; hopefully in FY2023 they will be able to start working on implementation details (Joe Espy Sr. and Jr. are providing support for their training)
- Daryl (SRNS)
 - Doug Makenzie – Daryl sent a slide show (see **ConOps and HPI Sharepoint Briefing PPT attached to email**); they took their old HTML ConOps page and moved it to SharePoint; thinking about that with HPI, and the opportunity became ideal to do that; they are working with SRMC to consolidate, and made it appropriate to move to SharePoint – it has responsive action which makes it mobile app friendly; in the last 2 weeks, they put their SharePoint online; it has put HPI out in the field; those mobile devices can easily access their SharePoint site, and the user can get to things on the site; videos, training, resources, Dynamic Learning Activities, etc.
 - Mike will share the Power Point when he sends out the meeting minutes
 - Daryl added the SharePoint has been their main focus; good reminder to engage the right people when you are trying to reach out to people; this makes things dramatically easier for implementing
- Riz Shah
 - Update from HQ; hearing a lot of conversation about the handbooks; he is in the process for laying out the milestones for the update of the documents; happy to say they are toward the end of the RevCom process, getting approvals from a lot of leadership; going through review and comment process on whether they should be updated from all the offices in the field; has received word that nobody has rejected the idea of revising the handbooks;
 - DOE Technical Standards Program Project Justification Statement for the Revision of DOE-HDBK-1028-2009, Human Performance Improvement Handbook
 - See **word document attached to email: EHSS20 to Revise DOE-HDBK-1028-2009 (003) signed Mar 24 2022**
 - He is laying out the timeline and milestones; once he has that available, he can present to this group and allow anyone to be part of the conversation;

- He does not want to stifle the innovative approaches people will have; he is open to any feedback; once he has consolidated all of that information, he will start moving forward;
- Other industries like medical, nuclear power, NASA, etc., use these handbooks; INPO has put their rewrite on hold in order to help US rewrite the handbooks (a number of businesses utilize these handbooks);
- He sees the future of these documents being called Human and Organizational Improvement to help alleviate confusion with similar terminology over what “HPI” stands for
- He wants to help create a document that stands the test of time like these have.
- He is keeping in mind to offer multiple views in the handbooks to make it less rigid for people to implement
- Jason Brusted is taking over the Accident Investigation Program at HQ, and will free Riz up
- This is a DOE-wide project, and he thinks EFCOG would support EFCOG groups helping with this project
- James Newman asked if any KPI’s would be in the documents
- Riz said it’s too early to have that conversation, but if anyone has anything they think needs to go into the document, please send it to him.
- His overarching goal is to put tools in the hands of people out there doing the work, to management for work planning, for practitioners to use – it has to be a practical and usable approach
- David Boyce
 - Interested in what is coming out in the updated DOE Handbooks
- Fred Gholson
 - Nothing to add today; taking HPI to the streets today, in the field, and actually doing an observation of the use of HPI tools and how they are actually being used; seeing a lot of people talking a lot about using the tools, but in some circumstances they are not being used correctly, so they are in the field today observing

The next EFCOG HPI Task Team meeting is September 22

Meeting concluded 12:15 CDT