

Mindset and decommissioning transition

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The mental and practical approach to a decommissioning project is often not the same at all levels of an organization. Our studies so far indicate that the early establishment of a decommissioning mindset throughout an organization is an important and frequently overlooked process. Our research considers stakeholder involvement in the wider sense of the term; however the main stakeholders in focus are regulators and *the work force that will perform or lead the tasks related to decommissioning*.

Maintaining organizational congruency in a change process of such dimensions is a challenge, and adaptations need to be made to existing change management theory for application in decommissioning projects.

Issues to be treated in this presentation include

1. Mindset:
 - Definitions of mindset
 - Manifestation of mindset issues in decommissioning projects
 - Challenges and prospective solutions
2. Trust building and trust breaking factors in communication
 - Definition
 - Decommissioning issues of trust
3. New technologies for collaboration and communication and how these may impair or empower participants – experiences from several domains.