

Knowledge Management

June 19, 2007



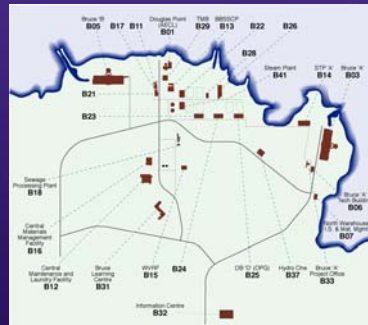
About Bruce Power

- Canada's only private nuclear generator
- Formed in May of 2001
- More than 4,700 MW of capacity from six operating units
- Another 1,500 MW to be added with restart of Units 1 and 2



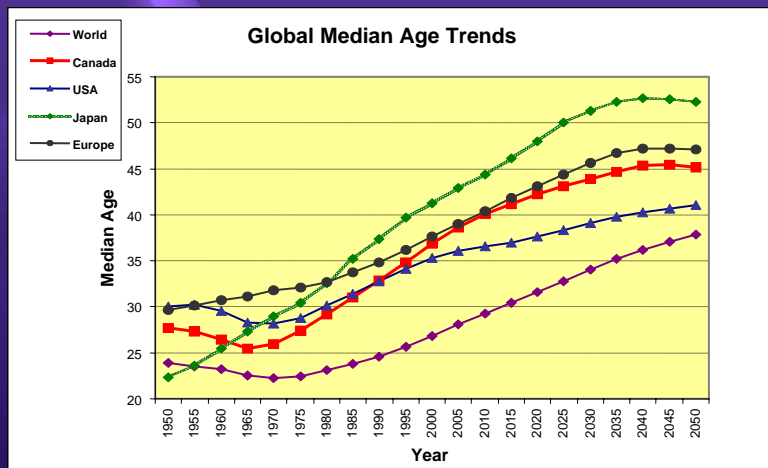
About Bruce Power

- Largest nuclear site in North America
 - Spread over 2,300 acres and has 56 kms of roadway
 - Includes supporting infrastructure, training centre, Visitors' Centre
 - About 3,600 employees



Bruce Power

Canada's Version of Demographic Shift



Canada more like Europe than USA with a rapidly rising median age.

Bruce Power

Knowledge Management Initiatives

- Integrated Technology Upgrade
 - Embedding workflow
 - Knowledge repositories
- KANA IQ – knowledge base creation
- Knowledge Management Capture procedure
 - KM process map
 - Activities described and documented
 - Ownership for tasks and activities identified
- Sophisticated workforce planning model

Bruce Power

Other Human Capital Initiatives

- Extend retention of retirement ready talent through use of selected contracting back for Restart
- Strategic Partnership with KornFerry for next 5years
 - Look at other pools of talent both geographically and from other industries
 - Expanded succession planning

Bruce Power

Some Foundation in Place but ----

- Many technology underpinnings not there for another 2 years
- We didn't know what we might have missed on the "qualitative" piece
- Systematic thinking around "triaging" and capturing critical knowledge not embedded in company
- Busy doing – maintaining high priority for knowledge capture and management is a challenge

Bruce Power

IAEA Assist Visit - 2007

- Team from IAEA with interest and knowledge came to Bruce Power site for 2 days
- Presented best practice thinking from around the world and KM framework
- Bruce Power presented our approach, challenges and then spent several hours laying out potential actions
- Knowledge sharing around knowledge management

Bruce Power

Did it make a difference?

- Business planning
 - Human Capital Management key planning area – KM a critical component
 - Specific insights from the KM visit being embedded
- Workforce planning being revised to better take into account messages we heard in the workshop
- Added impetus to technology initiatives

Bruce Power

Final Thoughts

- Industry issue – could hinder the Nuclear Renaissance if not addressed
 - Governments can enable, but will not drive this – the industry has to do it
 - Multi-country challenge, but not the same in each country – IAEA and WANO need to play key role
- Encouraging initiative by IAEA around the site assists – use it if you can
- Needs all of us to champion and support

Bruce Power