



Invitation to mini-conference

**CHANGE MANAGEMENT IN
HIGH RELIABILITY ORGANIZATIONS**

Wednesday 25th of November 2009
University of Stavanger, Kjølvs Egelands hus, Room A 101

The Integration Research Program (IRIS, NHH/SNF and Fafo)
in collaboration with SEROS - Centre for risk management and societal safety

PROGRAM

- 0900 – 0930 Welcome & Introduction! A brief presentation of the research project, by Statoil and IRIS.**
- 0930 – 1015 “Change management in High reliability Organizations”, Karlene Roberts, Haas business school, University of California, Berkeley.**
- 1015 – 1030 Break**
- 1030 – 1115 “Authentic Leadership – Can trust keep us safe during the change process?” Kathryn Mearns, Co-Director, Industrial Psychology Research Centre, University of Aberdeen.**
- 1115 – 1200 ”HSE culture in the petroleum industry. - How to understand the concept and lessons learned”, Dordi Høivik, Vice President, Health and Working Environment, StatoilHydro.**
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This mini-conference forms part of the Integration Research Program funded by Statoil for the period 2008-2010. The program is being accomplished by a team of researchers from three institutes: Fafo, NHH/SNF and IRIS and was initiated to follow and document the integration of Statoil and Hydro.

We are pleased to have gathered highly profiled international researcher working with organizational reliability and occupational health safety from different perspectives, within a variety of organizations and across countries. Our main purpose is to highlight important theoretical and analytical perspectives on organizational risk and safety, and to discuss how reliability may be influenced during change.

The main goals of the research program are to (i) document and build future competence on Mergers & Acquisitions for major, future organizational change in Statoil, (ii) gather systematic and independent information regarding the change process, and (iii) build research competence within Norway on “Mergers & Acquisitions”. The research program is a collaboration project involving between 10 and 15 researcher from Fafo, IRIS and SNF/NHH and an additional network of international collaborating partners.

Our main research themes are related to: (i) Strategic intentions and results, (ii) Change management, (iii) Union participation and involvement, (iv) Identity and reputation, (v) New organizational interfaces, (vi) Occupational health and safety (vii) Competence.