

# The Learning Organization – Necessary Conditions?

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Safety-II  
22-24 May 2019



## TRAFIKVERKET



# Brief data on the Swedish Transport Administration

The Board  Director-General  
**Lena Erixon**

 **8 000** employees, **150** occupations

Business volume in 2017 (SEK)

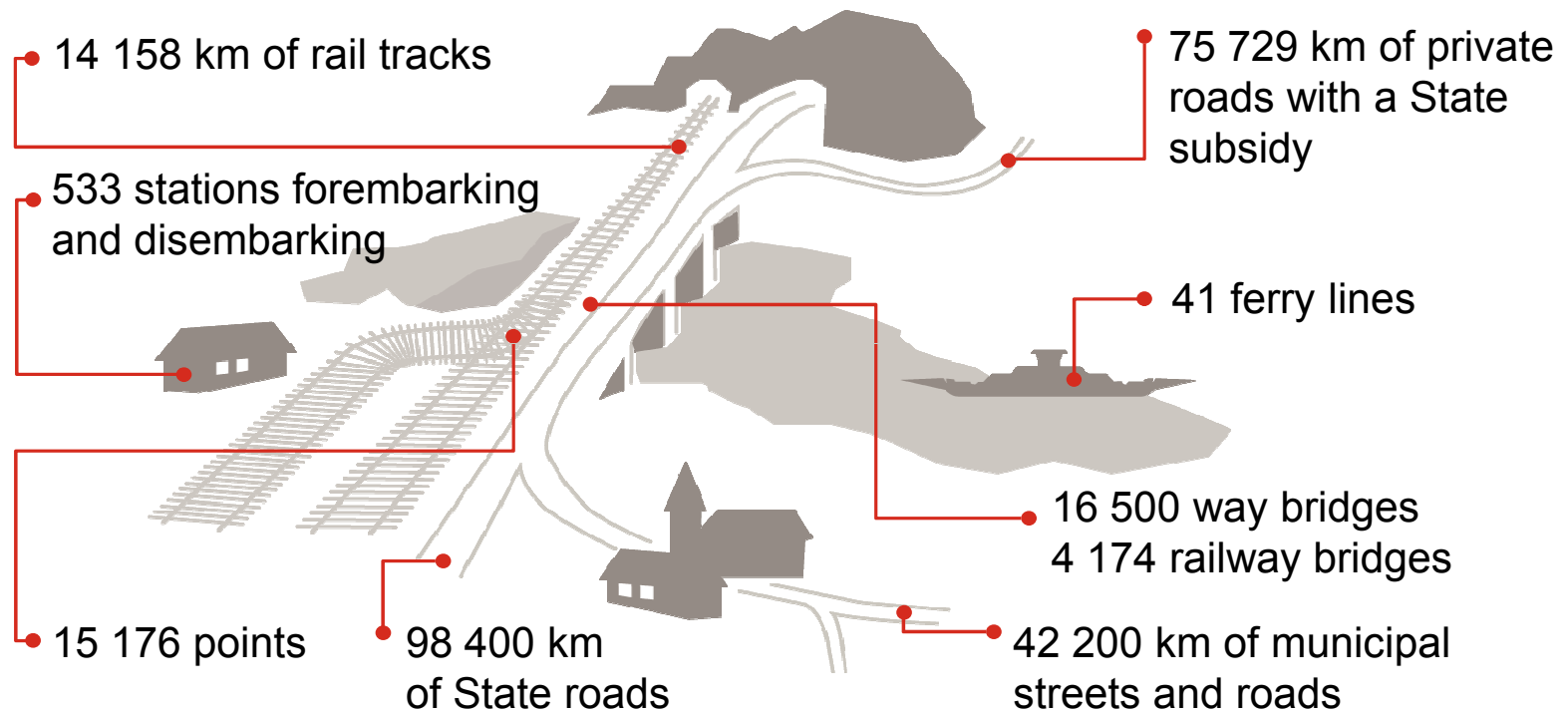
**55 400 000 000**

*Of which*

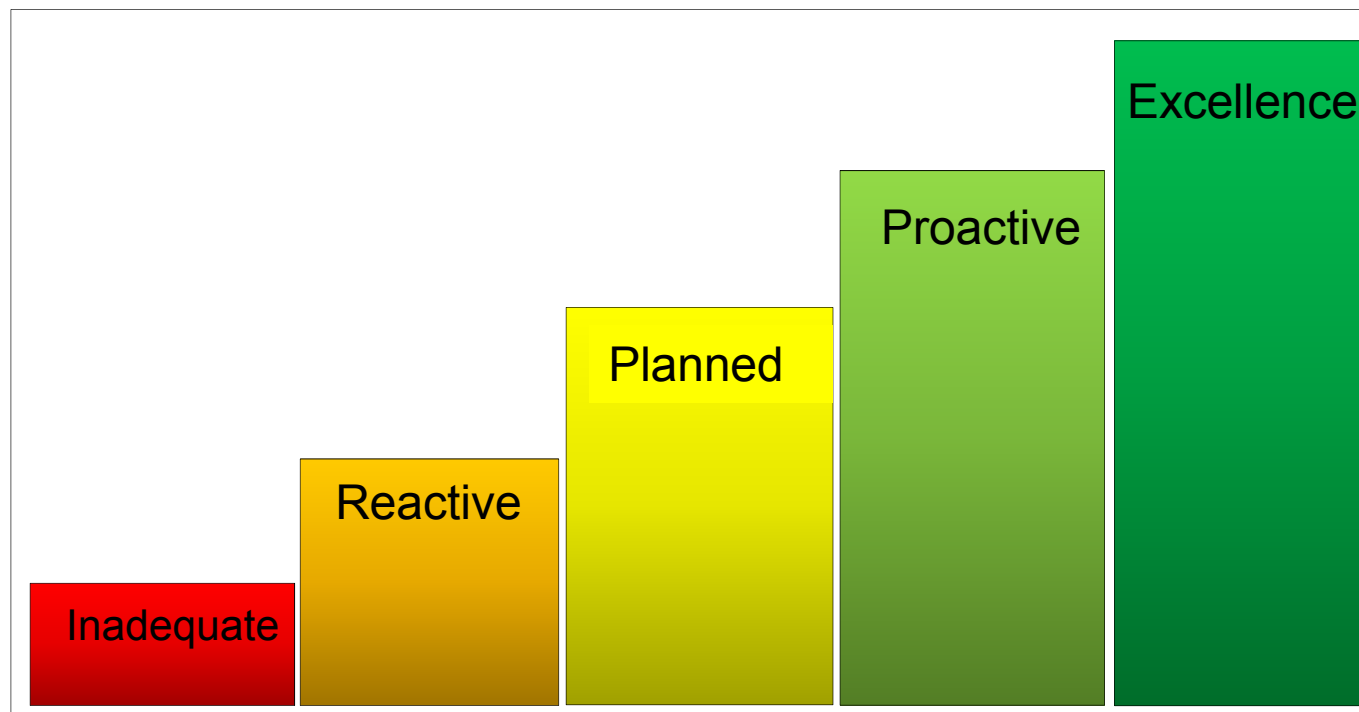
Investments	SEK 23.5 billion
O&M and traffic control	SEK 19.5 billion
Miscellaneous	SEK 11.0 billion



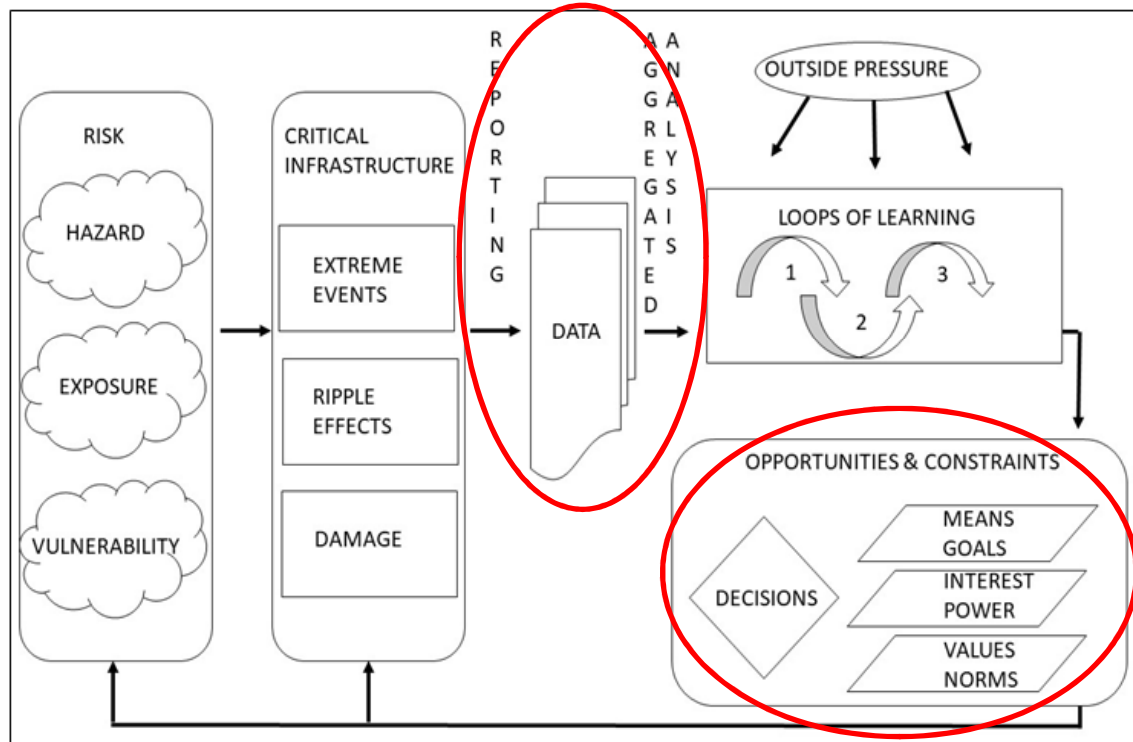
# Sweden's roads and railways



# Maturity Ladder



# Learning in Organizations



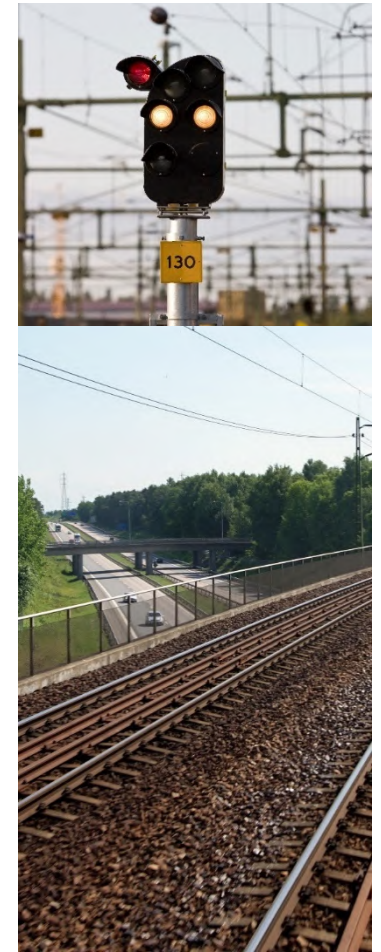
Rydstedt Nyman, 2018





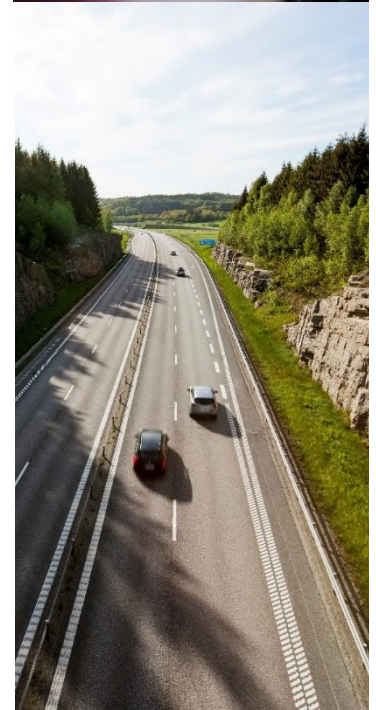
# Possibilities

- Leaders drive
- Established reporting systems
- Knowledge used for changes
- Positive feedback (individuals, teams & organization)



# Challenges

- Rules, law, regulations
- Hinders in reporting (systems)
- Aggregated analysis
- Habits
- Power issues
- Public procurement
- Slow processes
- Challenge in changes
- Easy to control Safety-I domain



# A Real Challenge

- Efficiency & productivity - higher priority
- Safety & safe action  
- lower priority





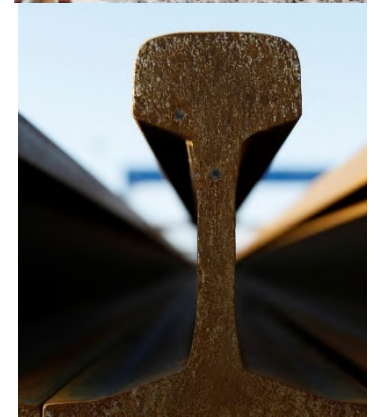
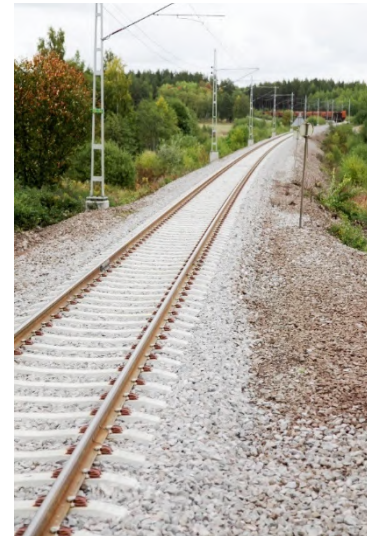
Exercise

+ & -

Post-it!

**Give some examples from your organization**

**Lets discuss - simlairities & differences**





Thank you!

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