



The Nuclear Professional

Alfred C. Tollison, Jr.

Alfred (Fred) C. Tollison, Jr. retired on March 31, 2006 from the Institute of Nuclear Power Operations (INPO)* in Atlanta, Georgia, where he was chairman of the INPO Board of Directors from March 30, 2005 to March 8, 2006.

Prior to becoming chairman, he served as president and chief executive officer, a position he assumed on February 18, 2004. Previous responsibilities include the Events Analysis and Information Exchange cornerstone, industry and government relations, communications, information systems, and administrative activities. He also had responsibility for the Training and Accreditation cornerstone, serving as the executive director of the National Academy for Nuclear Training. He was elected executive vice president in 1996, senior vice president in 1995, and vice president in 1989. Other previous positions include managing the Plant Evaluation, Plant Operations, and Training Support divisions.

Mr. Tollison joined INPO in August 1987 after a 17-year career with Carolina Power & Light Company (CP&L). He served in a variety of management positions with CP&L, including plant manager of the Brunswick Steam Electric Plant and manager of nuclear training. In an on-loan assignment from 1981-1983, Mr. Tollison served as director of INPO's Evaluation and Assistance Division.

Mr. Tollison served as an officer aboard nuclear submarines in the U.S. Navy from 1964 to 1970 and retired as a captain in the Navy Reserve. He received a bachelor's degree in chemical engineering from the University of South Carolina in 1964. He also completed Harvard Business School's Advanced Management Program in 1991. Honors include the World Association of Nuclear Operators Nuclear Excellence Award in October 2005 and the American Nuclear Society Future Vision Award in February 2004.

Currently, Mr. Tollison serves on the Board of Directors of Progress Energy, and on the Nuclear Oversight Committee for Palo Verde Nuclear Generating Station, operated by Arizona Public Service Company.

**INPO, sponsored by the nuclear industry, is an independent, nonprofit organization whose mission is to promote the highest levels of safety and reliability -- to promote excellence -- in the operation of nuclear electric generating plants.*



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Fred Tollison

August 2, 2010


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Library of Congress


Calculus	8,000
Leadership / mgmt.	335,000

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Agenda




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- Special Nature of Nuclear Power--- *The Nuclear Professional*
- Application of Standards
- Effect of Procedures
- Leadership Lessons Learned

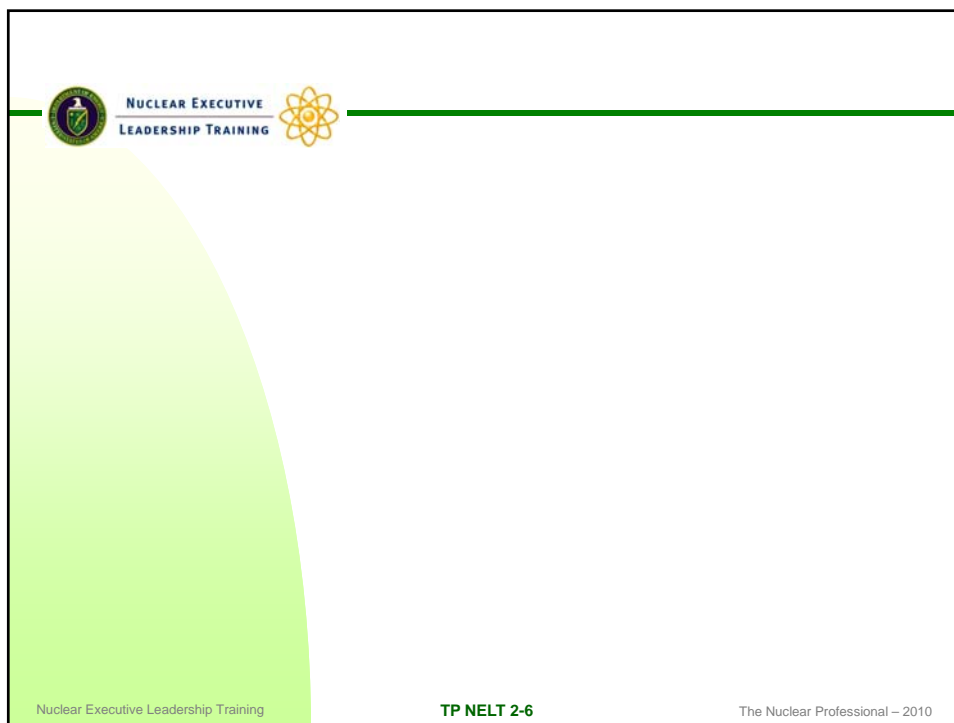
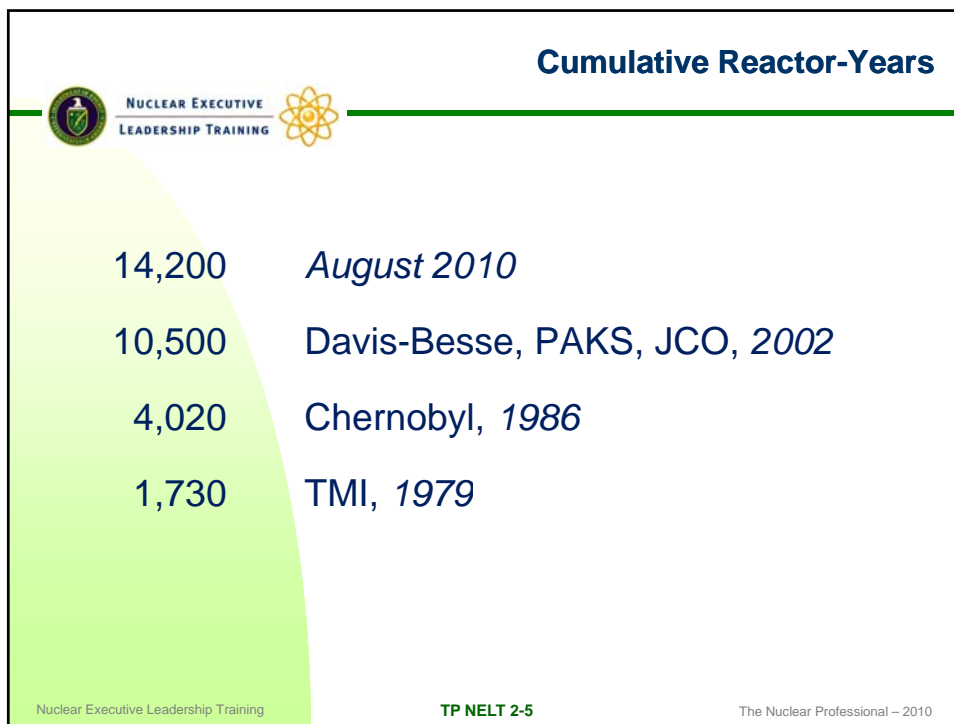
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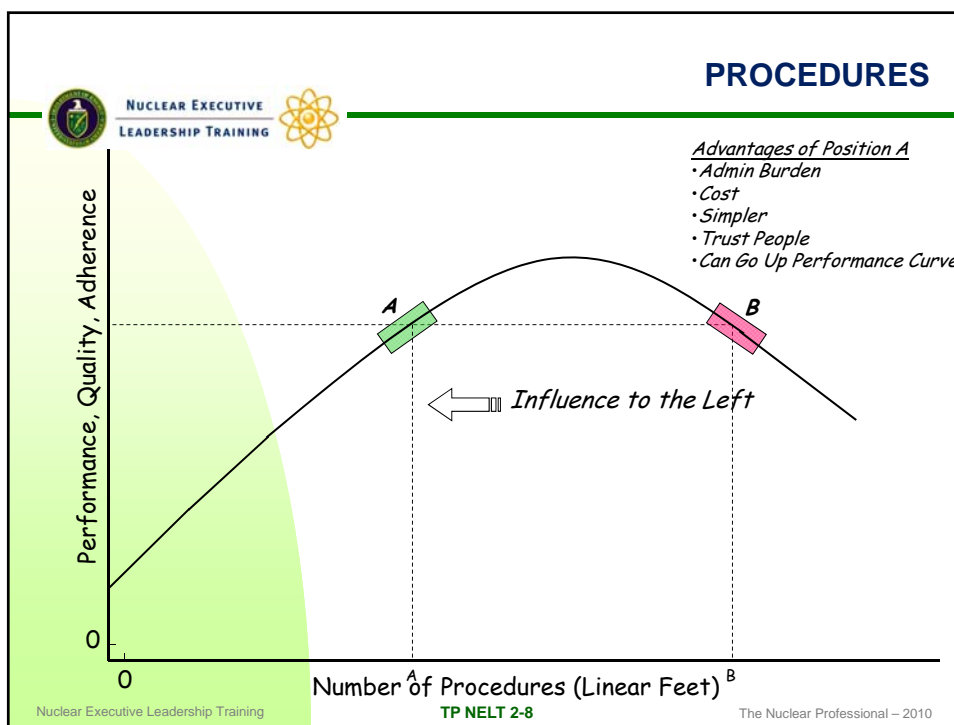
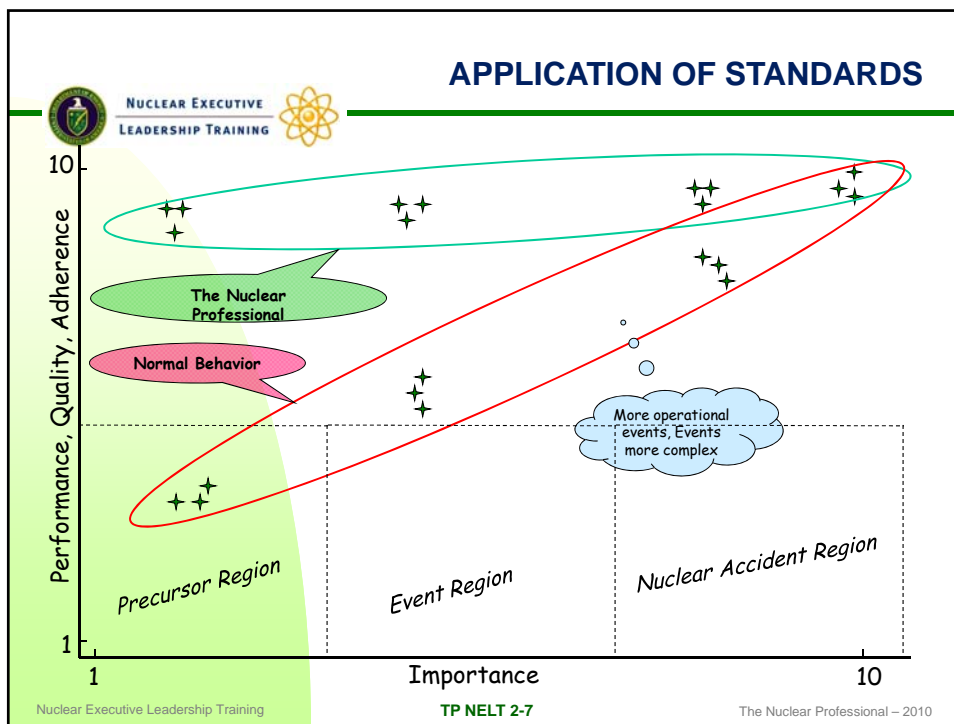



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Ten Leadership Lessons Learned (Over a Lifetime in Nuclear Power)

1. *[If you can only do one]* Surround yourself with good people and keep the standards high.
2. Put your people first (“we,” “the team,” “our group,” instead of “I”).
3. Never, ever pass the buck.
4. Escape the gravitational pull of your office.

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Ten Leadership Lessons Learned
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5. Find ways to interact with your employees without an agenda.
6. Never forget the importance of small gestures (“please”, “thank you,” sending personal notes).
7. As difficult as it is to do, assign the best of the best to training.
8. Remind your people constantly that “We’ve got all the time in the world to do it right, but not a minute to waste.”

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Ten Leadership Lessons Learned
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9. Use stories as a tool to help build and perpetuate the culture of the organization.
10. It’s not about career planning; it’s about preparation and building skills.
11. Nurture employees who are upbeat and positive, your energy suppliers (and be that way yourself).
12. Remember, the reactor is cooled with water, not with paper.

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13. *[Bonus]* It's not the number of hours you spend with your family, it's the memories you make.

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Thank you!

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