

## Safety Culture and Safety Behaviors in Military Operations

Scandic Linköping City, Linköping, Sweden

14.4 – 15.4.2026

Tuesday, 14.4.2026

9.30–9.45	Course registration	
9.45–10.00	NIVA welcome and general information	<b>Nora Tobiasson, NIVA</b>
10.00–10.30	Introductions Scope and purpose of the course Learning objectives	<b>Monica Kaltenbrunner,</b> Arbetsmiljöverket (SE)
10.30–11.00	<i>Coffee break</i>	
11.00–11.45	<b>Safety: A Systems Approach/HTO – An Overview of Safety</b>	<b>Jason Martin / Mattias Elg,</b> Linköping University (SE)
11.45–12.30	<b>High Reliability Organizations: A Theoretical Review and Practical Applications in Military Contexts</b>	<b>Riana Steen,</b> University of South-Eastern Norway (NO)
12.30–13.30	<i>Lunch</i>	
13.30–14.15	<b>Theory and Practice – FRAM</b>	<b>Riana Steen,</b> University of South-Eastern Norway (NO)
14.15–15.00	<b>AI implementation in safety management systems, and the ethical use of data in safety programs</b>	<b>James Norman (US)</b>
15.00–15.30	<i>Coffee break</i>	
15.30–17.00	Group work, discussion and reflections on today's topics	<b>Jason Martin, Mattias Elg, Riana Steen and Martin Schüler</b>
18.30–	<i>Social programme: A guided tour and a three-course dinner at <a href="#">Livgrenadjärmässen</a></i>	

Wednesday, 15.4.2026

9.00–9.45	<b>Safety Culture and Safety Behaviour That Reduces Risk in Military Organisations – a literature review</b>	<b>Jason Martin / Mattias Elg,</b> Linköping University (SE)
9.45–10.30	<b>Safety Culture Assessment as a Management and Organizational Issue:</b> Exploring the Impact of Hierarchy, Norms of Obedience, and Operational Context on Survey Response Patterns and Interpretability	<b>Martin Schöler</b> Swedish Armed Forces (SE)
10.30–11.00	<i>Coffee break</i>	
11.00–11.45	Discussion and reflections	<b>Mattias Elg, Jason Martin and Riana Steen</b>
11.45–12.30	<b>Performance evaluation and organizational improvement: methods and approaches</b>	<b>Mattias Elg</b> Linköping University (SE)
12.30–13.30	<i>Lunch</i>	
13.30–14.15	<b>Safety on an individual level – decision-making in the frontline</b>	<b>Riana Steen,</b> University of South-Eastern Norway (NO)
14.15–14.45	Closing of the course	<b>Monica Kaltenbrunner, Nora Tobiasson</b>