

**Opportunity / challenge**

**Planned solution**

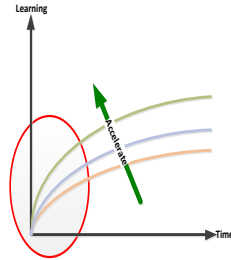
**Implementation – relevant actors**

**Impact of solution**

**Implementation – success factors**

## Opportunity / challenge

Accelerate competence development



## Planned solution



Use the knowledge in the dynamic process models and simulators to support learning (of Heat Balance in Electrolysis of Aluminium).

Create a simulation game to help operators understand the complex relationships among the different parameters.

Enable operators to capture a real situation of a cell and use it as a scenario in the game.

New Work Practices

Competence Development

Simulation Game

## Implementation – relevant actors

**Internal (Hydro):**

Operators  
Engineers  
HR

**External:**

Technology providers  
(Cybernetica, Attensi)  
Researchers (SINTEF)  
Unions



## Implementation – success factors

Accelerated learning process  
Easy access to learning material  
More operators receive training  
Motivated operators

## Impact of solution

Increased average competence level among operators  
Motivated operators  
Attractive workplace



# Team Qatalum

Round 4 of 20

Selected action  
New fluoride level  
Constant ventilation

Assumed consequences of action  
Temperature →  
Acidity →  
Humidity →

Actual consequences of action  
Temperature →  
Acidity →  
Humidity →

# Team Sunndal

Summary

Result  
Energy  
Balance  
Point

-248

# Team Årdal

Round 5 of 20

Selected action  
Applied a little more  
Recycled  
Constant ventilation

Assumed consequences of action  
Temperature →  
Acidity →  
Humidity →

# Team PMMT

# Rules of the game

- Select a challenge from the cards or identify a new challenge.
- Select one or more Enabler cards and/or create new enabler cards.
- Discuss a possible future scenario and describe how you plan to address the challenge.
- Describe scenario using the template.

