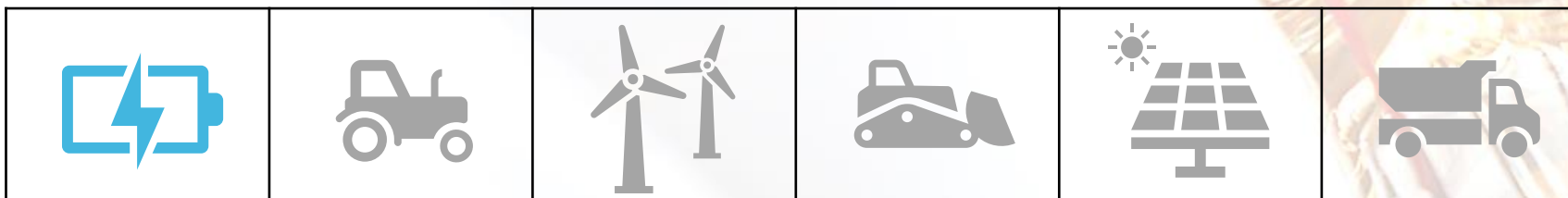


# The Importance of Change Management and Battery Safety Training in the Adoption of Electrification





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**How well do you understand BEVs today?**

## Alexa Marko, Operations Manager

Working for two years working on electrification projects in the off-highway space.

- Environmental background. Project Manager, PMP
- College Professor: Passionate educator, support over 1000 students in higher education
- Not an Engineer



Experiential Training &  
Learning Services



Risk, Regulatory, and  
Supply Chain  
Navigation



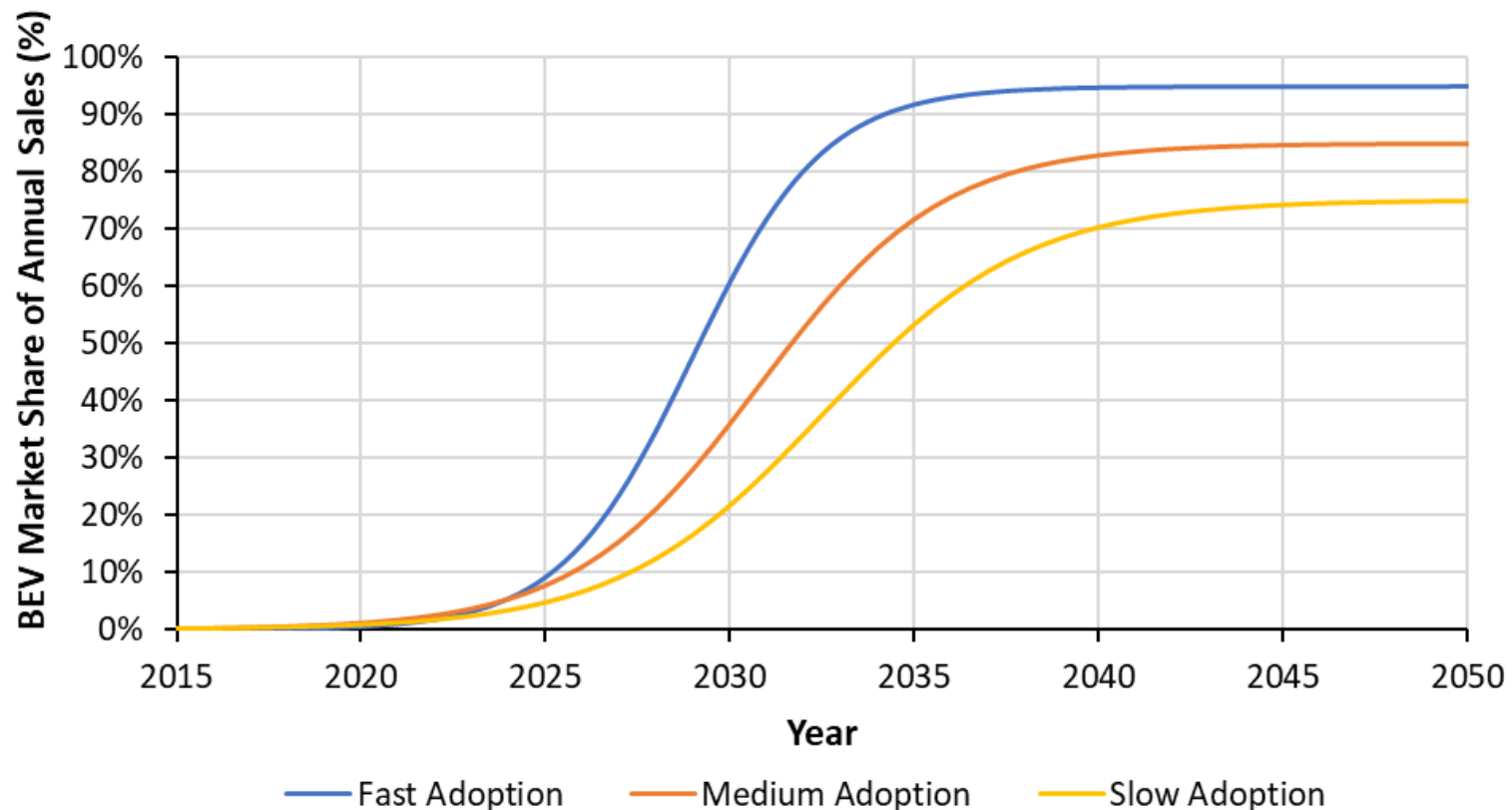
Advanced Research and  
Technology Roadmap  
Development



Product  
Commercialization and  
Life-Cycle Analysis

# BEV Adoption in Canadian Mines

## Electrification Adoption Scenarios to 2050



Using EV technology S-curves to model timelines for uptake in each equipment category.

Today's battery technology can support utility and drilling applications, but haulage may take some time.

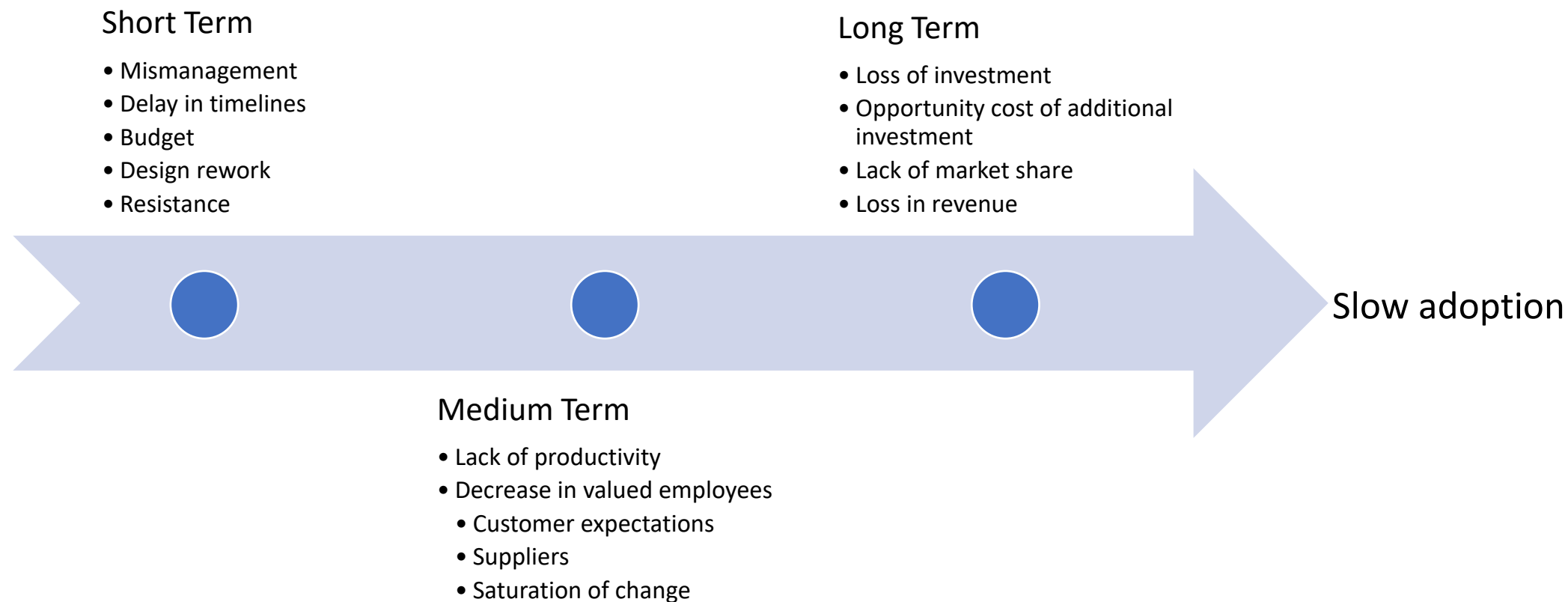
Canada's Net Zero 2050 targets and OEM's ramping production of BEVs will drive adoption.

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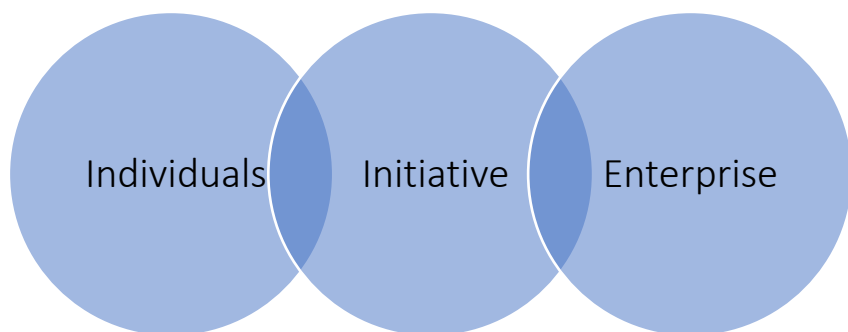


**What do you think can help accelerate the adoption of BEV in mining?**

# What are the implicit costs of failure to accept change of new technology adoption?



# Steps to Managing Change and Adoption



- ✓ Understand the Change
- ✓ Plan Change
- ✓ Implement Change
- ✓ Communicate the Change

- Appointing a Change Manager
- Identify what needs to be done
  - Implementation planning
  - Utilize multiple leverage points for change
- Education
- Develop feedback mechanisms and understanding willingness to adopt to new ways



# Change with New Technology Development

## Kittilä Mine Field Trail

- ✓ Improvement in working conditions: reduce noise, heat, increase air quality
- ✓ Improve public image
- ✓ BEVs perform better because they are newer

X Efficiency of changing/charging batteries > impacts worker efficiency

X Too quiet & unaware of machines' presence

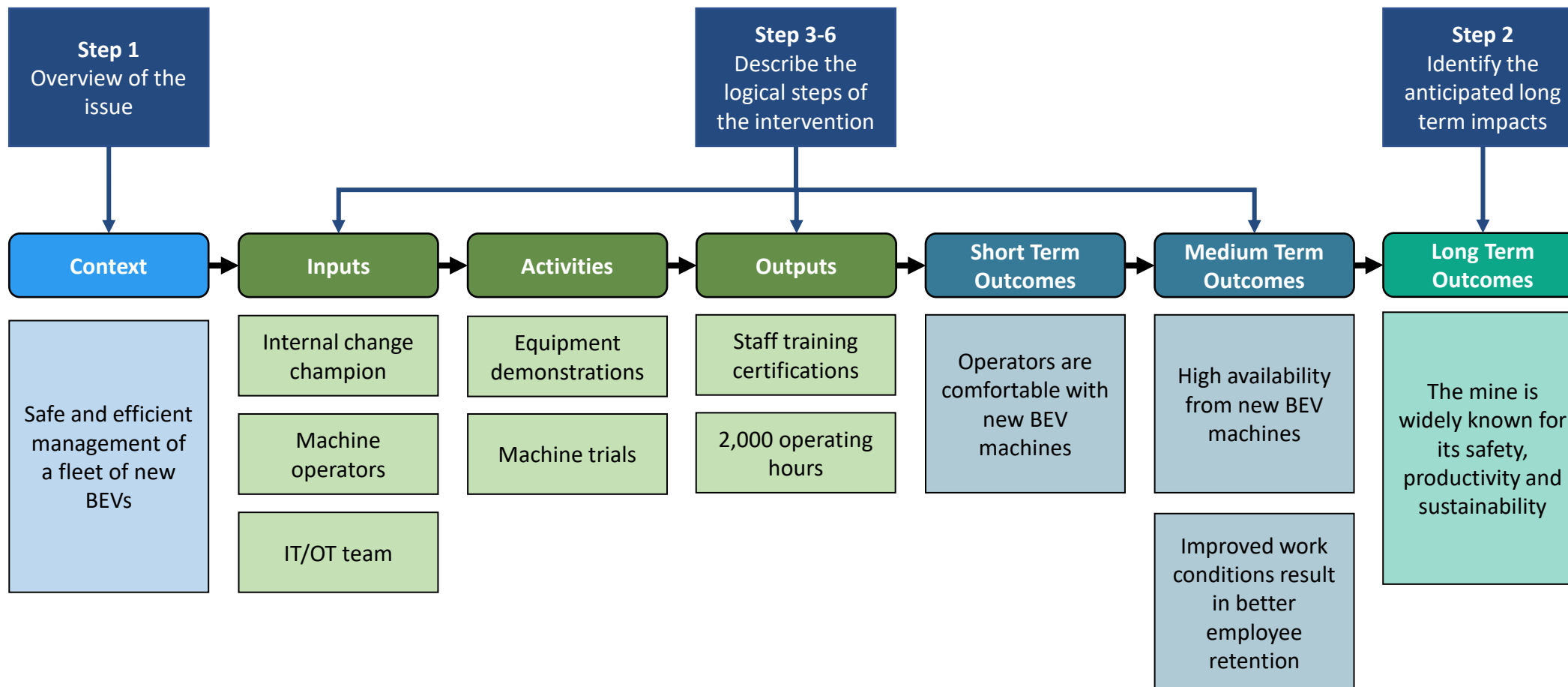
X Concerns about raw material availability

X Not as user friendly

**X Concerns about HV, electrical and battery fires**

\*Consensus: More studies need to be done to dress concerns around BEV\*

# Change Mapping Exercises

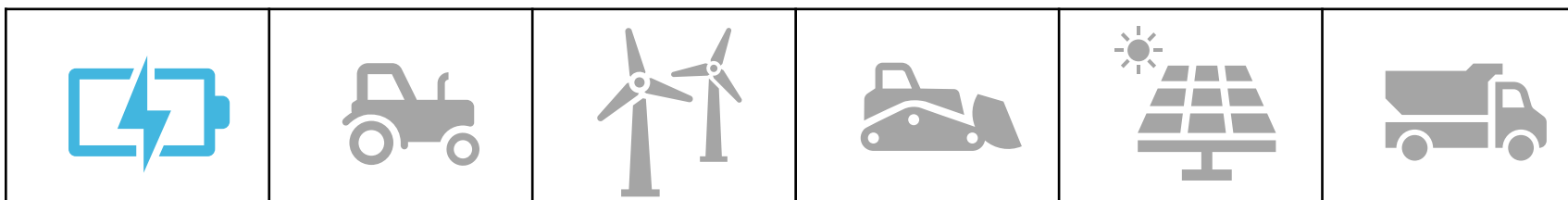


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**What is your biggest concern with BEV implementation?**

"Intelligence is the ability to adapt to change." - Steven Hawkins



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## Audience Q&A Session

Thank you

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