

Behavior-Based Safety

Why Attend

- The purpose of this course is to provide managers and safety professionals with a deeper understanding of their role in implementing and determining the outcomes of a safety program. 'How to be a Leader in Safety and Health' focuses on the importance of top management involvement in guiding the process of implementing new approaches to health and safety. The course addresses the change management process which can be a challenge for some organizations seeking a significant improvement in their health and safety performance. When routine and traditional risk reduction approaches do not produce the desired results, a new strategy should be put in place. With many real life examples and interactive exercises, a step-by-step process is introduced to enable participants to influence health and safety policies and procedures in their organizations. Moreover, participants will be ready to take a leadership role in promoting good health and safety practices and implementing related changes.

Course Methodology

- The course is designed to be interactive and participatory and includes various pedagogical tools to enable participants to operate effectively and efficiently in a multi-functional environment. The course is built on four pedagogical pillars: concept learning (lectures and presentations), role playing (group exercises), experience sharing (round table discussions) and exposure to real world problems and policy choices confronting delegates.

Course Objectives

By the end of the course, participants will be able to:

- Enhance your ability to effectively manage a safety and health program
- Develop skills in safety supervision, leadership and evaluation
- Identify and list safety and health training needs
- Assess and measure a safety and health culture
- Effectively measure a safety culture program after implementation

Target Audience

- Safety officers and other safety professionals involved in developing, implementing and making safety an integral part of the overall organizational culture.

Target Competencies

- Health and safety management
- Planning and organizing
- Investigating and assessing
- Providing and receiving feedback
- Building rapport
- Analyzing and evaluating
- Leadership

Characteristics of an Effective Safety Culture

- Does Management Commitment Make a Difference?
- Top Management Commitment and Employee Involvement
- Effective Communication
- Analyzing Incidents and Accidents
- Defining a Value System
- Why Do Safety Cultures Fail?

Human Barriers to Safety, and Behavior-Based Intervention

- Behavior-Based Psychology
- The Complexity of People
- Sensation, Perception, and Perceived Risk
- Identifying Critical Behavior
- Behavioral Safety Analysis
- Intervening with Activators
- Intervening with Consequences
- Intervening as a Behavior-Change Agent

Safety Supervision and Leadership

- Safety Responsibilities
- Identifying and Correcting Hazards
- Ensuring Safety Accountability
- Creating a Culture of Consequences
- Tough-Caring Leadership

Journey to a Safety Culture

- Pathway to Safety Excellence
- Developing Goals and Objectives
- Identifying and Establishing Goals
- Conducting Self-Assessments and Benchmarking
- Change Analysis

Actively Caring for Safety

- Understanding Actively Caring
- Psychology of Actively Caring
- Person-Based Approach to Actively Caring
- Increasing Actively Caring Behaviors

Measuring the Safety Culture

- The Nature of All Safety Systems
- Assessment Techniques
- The Deming Cycle
- What should be Evaluated?
- Evaluation Tools
- Developing and Implementing the Action Plan