



Management And Leadership

## Safety Culture and Behavioral Safety for leadership

## Course Introduction

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Supervisors need to take a tough-caring leadership approach to safety. In other words, employers must insist their employees comply with safety policies and rules because they care about the welfare of the employee and not because it is the policy.

This course will help supervisors gain a greater understanding of their responsibilities and obligations to provide physical resources and psychosocial support to ensure work areas are safe and healthful. This course emphasizes administering appropriate and effective account ability through the application of positive and negative consequences.

Supervisors will learn how to take advantage of opportunities for safety leadership" on a daily basis, Participants will also learn that; great safety leadership isn't about the application of policies and procedures; it's about winning hearts and minds.

Whether you're a team leader, supervisor, manager or leader, this interactive program will equip you with the knowledge and understanding to develop exemplary behaviors, drive positive change and build a robust culture of safety in your organization.

## Target Audience

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- Project Manager
- Strategy Consultant
- Project Engineer
- QA Engineer
- Project Line Manager
- Project Team Member

# Learning Objectives

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- Interpret Safety Culture and its impact on Behavioural Safety
- Identify the importance of visible safety leadership for helping employees working safely.
- Interpret how values influence the way we think, act, work and live.
- Explain the role of leadership in safety management.
- Recognize the role of safety leadership in improving employee's safety behaviour.
- Gain a comprehensive understanding on how to Improve employee's safety behaviour.
- Develop your personal risk awareness and build risk mastery.
- Independently reduces lost time and minor injury frequency rates.
- Contribute effectively to reducing workplace accidents.
- Understand the psychology behind human behaviour and pragmatic solutions to improve workplace safety.
- Creates better business continuity, thereby increasing productivity by avoiding incidents, accidents, breakdowns and process failures.
- Explain the purpose of organisational learning, the sharing of lessons learnt and sources of information.
- Explain how 'change' should be managed to effectively reduce risks to people and plant.
- Outline the benefits, limitations and types of workers participation and engagement.
- Outline what is meant by competence and its importance to process safety Leadership.

# Course Outline

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## • 01 Day One

### Pre-Assessment Test

- Introduction
- Definitions and Terminologies
- What is Safety Culture?
- Safety Culture Aspects

- Elements of Safety Culture
- Safety Culture within an organization
- Safety Culture and Adverse Events
- Understanding safety climate
- Safety Climate Tools?
- Difference between a safety culture & a safety climate
- Principles of a company's safety climate,
- Positive Safety culture and its importance
- Relation between safety culture and performance
- What is Safety Leadership?
- Safety Leadership: What it is? Vs. What it is not?

## • 02 Day Two

### Understanding what is Behaviour

- Safety leadership and its principles
- The Power of Habits and Moments of truth.
- Characteristics of an Effective Safety Culture and leadership
- Does Management Commitment Make a Difference?
- Defining a Value System
- The 5 critical components of effective safety leadership
- Sense of unease
- Visibility
- Open feedback
- Learning and sharing
- Consequence management
- Measurable Features of Safety Culture
- Leadership Blockers / Enablers.
- Barriers of effective Safety Culture and leadership
- Barriers to Cultural Change

## • 03 Day Three

### Assessing Safety Culture

- Improving Safety Culture
- Leadership Vs. Mgmt.
- The Profile of a Good Leader
- Essential Safety Leadership Behaviours
- What makes a Leader Excellent in Safety Leadership?
- Understanding Human Factors / Human Errors and how you can change it?
- Why Employees Don't Comply with Safety Rules
- Models of human behaviour:

- H&M Culture Curve
- Bradley Curve.
- ABC Model (a cultural change tool)

#### • 04 Day Four

##### The Effect of Peer Pressure on Individuals

- Management Aspects of an Effective Safety Culture:
- Mgmt. Role in Developing an Effective Safety Culture
- Demonstrating Commitment
- Communication importance
- Employee Participation
- Assigning Safety Responsibilities
- Developing Accountability
- Making Sense of the Behaviour-Based Safety Process

#### • 05 Day Five

##### Employee Engagement and Empowerment.

- Assessing and Measuring Safety Culture:
- Leading Vs. Lagging KPIs.
- Measurable Features of Safety Culture
- Safety and Health Program Evaluation
- Assessing the Management System
- Observe & Change Behavioural Safety
- Group Exercises
- Case Studies & Lesson learned.
- Post Assessment Test

## Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 7, 2025	April 11, 2025	5 days	4250.00 \$	UAE - Dubai
July 28, 2025	Aug. 1, 2025	5 days	4950.00 \$	Netherlands - Amsterdam

FROM	TO	DURATION	FEES	LOCATION
Nov. 3, 2025	Nov. 7, 2025	5 days	4250.00 \$	UAE - Dubai
July 20, 2025	July 24, 2025	5 days	4250.00 \$	oman - salalah