HS224: Behavioral Safety Training
Training Descriptions:

If you think safety’s expensive, try having an accident ... Successful safety management involves understanding human factors and having the ability to correct human error to improve safety habits.

For many years there has been an emphasis on physical and engineering controls and on safe working practices and procedures. Increasingly, however, studies have shown that technical measures alone will not eliminate accidents in the workplace. Increasing emphasis must be placed on how people fit into, and interact with, their environment and work systems, and on how their performance affects safety.

Managing human failures is essential to preventing major accidents, occupational accidents and ill health, all of which can cost businesses money, reputation and potentially their continued existence.

This highly-interactive training will provide participants with all the necessary skills and talents to create a management approach which engages, motivates and sustains safe behaviors at work. The course takes a systematic approach, examining the motivation underlying behaviors, in order to increase safe behavior.

The end product must be ‘Safe Person – Safe Workplace’.

This course will discuss:-

➢ The key components of an effective behavioral based safety approach
➢ The relationship between human factors and safety performance
➢ How to positively influence the performance of employees
➢ How to develop and sustain a behavioral change programme
➢ The visible business benefits

Training Objectives:

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

✓ Develop a clear understanding of human factors
✓ Understand the consequences of behavioral acts and omissions as prime causes of accidents and adverse events
✓ Understand the key role of managers and supervisors in influencing safety performance
✓ Develop skills for identifying, evaluating and implementing cost effective solutions for influencing behavioral change
✓ Develop skills to successfully implement and sustain a behavioral change programme

Personal Impact:

✓ Appreciating the importance of human factors
✓ Receiving practical methods to improve safety behavior
✓ Developing the necessary skills for leadership, management and supervision
✓ Appreciating the importance of human factors and teamwork
✓ Understanding how improved behavior leads to a successful safety culture
✓ Learning how to implement and sustain behavior change programme
Organizational Impact:
✓ Improved safety performance of staff
✓ Better teamwork
✓ Improved staff morale through improved behavior
✓ The professional development of staff
✓ A reduction in incidents and losses
✓ An increased reputation as a health and safety leader

Training Designed for:
This course is intended for All Line Managers, Supervisors and Team Leaders, Project Managers, Procurement and Supply Chain Managers, Engineers and Maintenance Personnel, HSE Managers and Auditors, Employee Representatives and All Personnel involved in managing people.

Training Program:

**DAY ONE:**
- PRE-TEST
- Human Factors and Leadership
  - Human Factors at Work
  - Body, Mind and Work
  - The Role of Leaders, Managers and Supervisors
  - Responsibilities and Accountabilities
  - Motivation and Demotivation at Work
  - Communicating the Safety Message
  - Case Study

**DAY TWO:**
- Psychology of Workplace Behavior
  - Behavioral Causes at Work
  - Motivational Attitudes
  - Workplace Stress
  - Psychological Aspects of Job Design
  - Psychology of Work Groups and Teams
  - Principles of Mind Stimulation
  - Case Study

**DAY THREE:**
- Behavior at Work
  - Behavioral Safety at Work
  - Negative and Positive Dimensions
  - Taylor, Herzberg, McGregor and Maslow
  - ABC Analysis (antecedents, behavior and consequences)
  - What drives Behavior?
● Natural Penalties and Consequences
● Case Study

**DAY FOUR:**

❖ **Behavior Creating a Successful Culture**
  ● Behavior and Culture
  ● Safety Culture and Safety Climate
  ● The Influence Factors
  ● Leadership and Culture
  ● Improving Safety Performance
  ● Success Factors and Barriers
  ● Case Study

**DAY FIVE:**

❖ **Implementing and Sustaining Behavioral Change**
  ● Identifying Critical Behaviors
  ● Managing People and Their Attitude to Safety
  ● Safety Observations and Improvements
  ● Introducing a Behavioral Change Programme
  ● Personal Action Plans
  ● Sustaining Behavior Improvements

❖ Course Conclusion
❖ POST-TEST and EVALUATION

**Training Requirement:**

“Hand’s on practical sessions, equipment and software will be applied during the course if required and as per the client’s request”.

**Training Methodology:**

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:-

● 30% Lectures, Concepts, Role Play
● 30% Workshops & Work Presentations, Techniques
● 20% Based on Case Studies & Practical Exercises
● 20% Videos, Software & General Discussions
● Pre and Post Test

**Training Certificate(s):**

Internationally recognized certificate(s) will be issued to each participant who completed the course.
Training Fees:

As per the course location - This rate includes participant’s manual, hand-outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Note: The 5% VAT (Value Added Tax), will be effective starting 01st of January 2018 as per the new regulation from the UAE Government. The VAT applies for all quotation both for local and abroad.

Training Timings:

Daily Timings:
07:45 - 08:00   Morning Coffee / Tea
08:00 - 10:00   First Session
10:00 - 10:20   Recess (Coffee/Tea/Snacks)
10:20 - 12:20   Second Session
12:20 - 13:30   Recess (Prayer Break & Lunch)
13:30 - 15:00   Last Session

For training registrations or in-house enquiries, please contact:
Aisha Relativo: aisha@cmc-me.com
Tel.: +971 2 665 3945 or +971 2 643 6653 | Mob.: +971 52 2954615
Training & Career Development Department