



*Training Course:
Developing an Effective Safety Culture*

*1 - 5 June 2025
Manama (Bahrain)
Fraser Suites*

Training Course: Developing an Effective Safety Culture

Training Course code: HE7031 From: 1 - 5 June 2025 Venue: Manama (Bahrain) - Fraser Suites Training Course Fees: 4675 € Euro

Introduction

Effective safety culture is widely accepted as being an essential component of the successful development and implementation of an organization's safety management system. Preventing major accidents is about ensuring that everyone, regardless of position, follows safety procedures and safe practices - by always intervening when unsafe behaviors or conditions are observed. A safety culture improvement process approach that actively engages everyone through personal responsibility is seen as the way forward.

In this seminar you will learn:

- The impact of effective safety culture on achieving good safety management
- How to establish a safety culture improvement processes and identify behavioral change improvement opportunities
- The importance of actively caring
- How to assess the safety culture of the organization
- About Taylor, Herzberg, Vroom, Geller & Maslow

Course Objectives of Developing an Effective Safety Culture

Participants attending the program will:

- Have a clear understanding of human factors and their application to their organization's current safety cultural status
- Be familiar with elements of safety management systems and their purpose
- Appreciate the consequences of behavioral acts and omissions as prime causes of accidents and emergency situations
- Be able to develop a step-by-step safety cultural improvement program within their own organization
- Develop an appreciation of carrying out an HSE cultural positional assessment
- Develop skills for identifying, evaluating and reconciling solutions for influencing behavioral change improvement measures

Course Methodology of Developing an Effective Safety Culture

Participants will learn by active participation during the program through the use of exercises, case studies, and open discussion forums. Videos shown will encourage further discussions and delegates are encouraged to bring forth experiences and problems from their own organizations. The program will be run using PowerPoint slides, copies of which will be distributed both in hard and soft copies.

Organizational Impact of Developing an Effective Safety Culture

- Professional development of staff
- Improved communications
- Improved safety behavior
- Reduction in incidents
- Practical steps for changing culture
- Leaders better equipped to face adversity of incidents head-on

Personal Impact of Developing an Effective Safety Culture

- Understand the integrated approach of Safety Culture
- Be able to assess the safety culture of the organization
- Practical methods to improve safety behavior
- Appreciate the needs, drives, and motivation of staff
- Develop an SMS based on safety culture principles
- The power of reinforcement and recognition

Course Outlines of Developing an Effective Safety Culture

DAY 1

Introduction to Safety Culture

- Safety culture and safety climate
- Improving safety performance
- Behavior and Culture
 - Organization factors
 - Job factors
 - Personal factors
- Historical review
- Case study

DAY 2

Safety Management Systems

- Safety management systems framework and safety culture factors
- Essential safety management system components
- Developing an effective safety management system
- Mechanical Model of SMS
- Socio-Technical Model of SMS
- More safety culture factors
 - Risk and risk perceptions
 - Human error

- Stress
- Case Study [Mersin Refinery]

DAY 3

HSE Model for Safety Culture

- Identifying problem areas
- Dependant, Independent, and Interdependent Cultures
- Planning for change
- HSE cultural change model
- How to intervene
- Key Performance indicators
- Success factors and barriers
- Attitude Questionnaires

DAY 4

Behavioural Safety

- Safety culture and behavioral safety
- Taylor, Herzberg, Vroom, Geller, Maslow
- Natural penalties and consequences
- ABC analysis
 - Antecedents
 - Behavior
 - Consequences
- What drives behavior
- Natural penalties and consequences

DAY 5

Assessing the Safety Culture

- Establishing the current status of a safety culture
- Results of questionnaires
- Case studies from different organizations
- A step-change in safety
- Managing people and their attitude to safety
- Developing questionnaires
- Personal action plans
- Course review

Registration form on the Training Course: Developing an Effective Safety Culture

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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