



*Training Course:
Developing an Effective Safety Culture*

*22 - 26 November 2026
Manama (Bahrain)*

Training Course: Developing an Effective Safety Culture

Training Course code: HE7031 From: 22 - 26 November 2026 Venue: Manama (Bahrain) - Training Course Fees: 5150 € Euro

Introduction

Effective safety culture is crucial for a successful safety management system, emphasizing adherence to procedures and intervention against unsafe behaviors. Engaging everyone through personal responsibility is key to improvement. This seminar covers the role of safety culture in management, methods to establish improvement processes, behavioral change opportunities, and the significance of active care. It also includes assessing organizational safety culture and insights from Taylor, Herzberg, Vroom, Geller, and Maslow.

Objectives

- 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

Target Audience

- Safety Managers and Coordinators
- HSE Professionals
- Operations and Plant Managers
- Supervisors and Team Leaders
- HR Professionals involved in workplace safety
- Any personnel responsible for implementing and maintaining safety initiatives

Outlines

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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