

**Training Title**

**BEHAVIORAL BASED SAFETY MANAGEMENT**

**Training Duration**

5 days

**Training Dates & Venue**

REF	Behavioral Based Safety	5	16-20 August 2021	\$6,250	Milan, Italy
HS038	Management				

Will be held in any of the 5 star hotels. The exact venue will be intimated once finalized.

**Training Fees**

- 6,250 US\$ per participant for Public Training includes Materials/Handouts, International Buffet Lunch, Tea/Coffee Refreshments

**Training Certificate**

Define Management Consultancy & Training Certificate of course completion will be issued to all attendees.

**TRAINING DESCRIPTION**

What is Human behaviour? – Deft definitions of common terms less understood

Attitudes-Behaviour-Ethics-Morals-Values-Beliefs-Perceptions-Culture-Decision analysis-

Cost/benefit analysis-Motivation-Reinforcement-.Reward-Society-Product and how each of them affects the human behaviour

**TRAINING OBJECTIVES**

Research shows that two thirds of accident victims consider their accidents could be avoidable. In other words they feel that something could be done to reduce their incidence. Accidents can be caused by any one (or combination) of the following behaviours. *alapse of attention* or a *genuine mistake* or by a lack of knowledge or lack of training or through misunderstanding a situation or deliberately which entails in loss of productivity. It could be also environmental issues and equipment fault /failure. A fault in a machine can be identified by routine checks but understanding human behaviour is tricky. This course is designed to explain such benign issues and motives /inabilities and traits to prevent loss and accidents

The course is divided into ten topics which will be distributed in 5 days. This was a course that had a warm welcome and very active participation.

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**TRAINING METHODOLOGY:**

A highly interactive combination of lectures and discussion sessions will be managed to maximize the amount and quality of information and knowledge transfer. The sessions will start by raising the most relevant questions, and motivate everybody find the right answers. You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course. Very useful Course Materials will be given.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Group Work& Practical Exercises
- 20% Videos& General Discussions

**WHO SHOULD ATTEND**

This course is aimed for engineers, officers, team leaders, supervisors & those who are interested to participate and improve the HSE performance of the organization.

**COURSE OUTLINE**

1. Attitude and behavior – social norms – safety culture – goal setting and feed back – unsafe behavior and accidents – management and ownership commitment – conflicting rewards – continued improvement.
2. Steps to behavioral change – work groups
  - safety sampling measures – safety team of workers
  - intervention process – underline causes
  - feed back and goal setting – four important questions.
3. Ensuring safety process effectiveness – five principles –  
There is always a reason – motivating – consequences –  
Measure of achievement – front line employers –  
Main steps of true behavioral approach.
4. Over view of full behavioral intervention – three main steps
  - effective process and getting to route of the problem –
  - tackling cause and not symptom – active error and talent –
  - condition – the 80/20 rule – following domino chain –
  - Importance of training.

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5. Practicalities of a behavior approach – six steps of behavioral Measurement – acceptability and quantity of measures
  - No name no blame – data handling – focus on condition
  - – Goal setting – feedback.
  
6. Change – creative – performance management
  - Executing coaching – monitoring – staff motivation
  - Right talent – people development
  - Profit from behavioral safety.
  
7. Behavioral safety assessment survey – rewards?
  - six questions for readiness – towards a safety model
  - culture measurement tools – training and feed back
  - behavioral safety education – FAQ – Ergonomics
  - series incident prevention – value based safety
  - creating a value based safety programme
  - value based leadership – art of facilitation
  
8. Shop floor safety -pictorial and discussion
9. Ergonomics- pictorial and discussion
10. Fire hazard- video and discussion

**NOTE:**

**Pre & Post Tests will be conducted**

**Case Studies, Group Exercises, Group Discussions, Last Day Review & Assessments will be carried out.**

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