



## Developing an Effective Safety Culture Training

### Description

#### Introduction

This highly-interactive training course will give you the skills and confidence to develop and sustain an effective safety culture that will enable your business to flourish. The course will provide delegates with a unique blend of proven management techniques and practical implementation to ensure a sustainable culture is achieved that will be a crucial aid to maximising business performance.

An effective safety culture is widely accepted as being the essential component of an organisation's safety management system. Culture is to an organisation as personality is to an individual in that each individual has one and each organisation has one. A culture, just like a personality, is unique to each organisation however a culture can either be supportive and stimulating or, if not carefully developed, highly debilitating and destructive.

This course will provide you with the all the necessary tools to create your own unique and effective safety culture that will empower your workforce.

#### This course will highlight:

- The impact of an effective safety culture on achieving good safety management
- How to establish a safety culture and identify behavioural change improvement opportunities
- How to assess the safety culture of an organisation and the use of the HSE cultural change model
- The importance of human factors and the work of Taylor, Herzberg, McGregor and Maslow
- The business benefits of sustaining an effective safety culture

#### Objectives

##### At the end of this course, participants will:

- Develop a clear understanding of human factors and their importance in developing an effective safety culture
- Appreciate the elements of safety management systems and their purpose

- Understand the consequences of behavioural acts and omissions as prime causes of accidents and adverse events
- Understand how to develop a step-by-step safety cultural improvement programme within your own organisation
- Develop skills for identifying, evaluating and implementing cost effective solutions for influencing behavioural change.

## **The Course Contents**

### **Safety Culture and Leadership**

- Safety culture and safety climate
- The influence factor
- Leadership and culture
- Improving safety performance
- Historical review

### **Safety Management Systems**

- Safety management systems and safety culture factors
- Essential safety management system components
- Developing an effective safety management system
- Sustaining an effective safety management system
- Reasons for safety management system failure
- The true benefits of an effective safety management system

### **HSE Model for Safety Culture**

- Identifying problem areas
- Dependent, independent and interdependent cultures
- Planning for change
- HSE cultural change model
- How and when to intervene
- Key performance indicators
- Success factors and barriers
- Attitude questionnaires

### **Behavioural Safety**

- Safety culture and behavioural safety
- Human factors
- Negative and positive dimensions
- Taylor, Herzberg, McGregor and Maslow
- ABC analysis (antecedents, behaviour and consequences)
- What drives behaviour
- Natural penalties and consequences

## Assessing the Safety Culture

- Establishing the current status of a safety culture
- Information inputs and questionnaires
- Case studies from different organisations
- Managing people and their attitude to safety
- Developing questionnaires
- Personal action plans

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