



Arabian Institute For Training

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# Developing and Sustaining an Effective Safety Culture

## INTRODUCTION

- This highly-interactive Developing and Sustaining an Effective Safety Culture training seminar will give you the skills and confidence to develop and sustain an effective safety culture that will enable your business to flourish. This training seminar 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.
- A successful safety culture is widely accepted as being the essential component of an organisation's safety management system. Culture is to an organization as personality is to an individual in that each individual has one and each organization has one. A culture, just like a personality, is unique to each organization however a culture can either be supportive and stimulating or, if not carefully developed, highly debilitating and destructive. This seminar will provide you with the all the necessary tools to create your own unique and effective safety culture that will empower your workforce.

This training seminar 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

- 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
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## TRAINING METHODOLOGY

- Participants to this Developing and Sustaining an Effective Safety Culture training seminar will receive a thorough training on the subjects covered by the seminar outline with a highly experienced instructor utilising a variety of proven adult learning teaching and facilitation techniques. This will include active participation during the training through the use of exercises, case studies and open discussion forums. Videos shown will encourage further discussions and delegates are encouraged to bring forth and share their own experiences and issues from their organisations.

## ORGANISATIONAL IMPACT

By developing and maintaining an effective safety culture an organisation will create a satisfied and empowered workforce and enhance their organisation's reputation and profile. The organisational impact will be:

- Professional Development of Staff
- Improved Communications
- Improved Safety Behaviour
- Reduction in Incidents
- Receiving Practical Steps for Changing Culture
- Leaders better equipped to face adversity of incidents head on

## PERSONAL IMPACT

Participants will learn how to develop an effective safety culture using a variety of proven management techniques and interpersonal skills. The personal impact will be:

- Understanding the integrated approach of safety culture
- Be able to assess the safety culture of the organisation
- Receiving practical methods to improve safety behaviour
- Appreciating the importance of human factors
- Developing a SMS based on safety culture principles
- Recognising the benefits of an effective safety culture

## WHO SHOULD ATTEND?

- All Line Managers and Supervisors
  - Production and Process Engineers
  - Maintenance Personnel
  - HSE Personnel
  - Human Resources Professionals
  - Any other personnel who are involved in planning and implementing the organisation's HSE management system
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## Course Outline

### 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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