Construction Safety Leadership and HSE Management Training Course



14 - 18 Dec 2026

Munich

5100 € (Per Person)

Ref: #CON6649_86400

Course Introduction / Overview:

This intensive training course is designed to transform construction professionals into proactive safety leaders capable of driving a world-class safety culture. In the high-risk construction environment, effective leadership is the cornerstone of preventing incidents, ensuring regulatory compliance, and protecting the workforce. This program moves beyond basic compliance, focusing on the strategic and behavioral aspects of Health, Safety, and Environment (HSE) management. Participants will explore advanced concepts in risk assessment, incident investigation, and the implementation of robust safety management systems. Drawing on principles from leading safety science experts like Dr. Sidney Dekker, who advocates for understanding human factors in his work on "Safety Differently," the course emphasizes a proactive, systems-thinking approach. BIG BEN Training Center has developed this curriculum to equip leaders with the skills to not only enforce rules but to inspire a shared commitment to a zero-accident culture, ultimately enhancing project efficiency, reducing costs associated with incidents, and safeguarding human lives. This is a comprehensive journey into mastering construction safety leadership and HSE management.

Target Audience / This training course is suitable for:

- Construction Project Managers.
- Site Managers and Superintendents.
- Health, Safety, and Environment (HSE) Officers and Managers.
- Construction Foremen and Supervisors.
- Operations Managers in construction firms.
- Project Engineers and Lead Engineers.
- Senior construction executives and company directors.
- Quality Assurance and Quality Control Managers.

Target Sectors and Industries:

- General and specialized construction.
- Civil engineering and infrastructure development.
- Real estate and commercial property development.
- Oil and gas facility construction.
- Power generation and utility projects.
- Heavy industrial manufacturing and plant construction.
- Governmental bodies and public works agencies.

Target Organizations Departments:

- Project Management Office (PMO).
- Health, Safety, and Environment (HSE) Department.
- Site Operations and Field Management.
- Engineering and Design.
- Quality Assurance and Control (QA/QC).
- Contract and Procurement Management.
- Human Resources and Training.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop and implement a comprehensive construction safety management system.
- Lead effective job hazard analysis and proactive risk assessment processes.
- Master incident investigation techniques, including root cause analysis.
- Champion and cultivate a positive, behavioral-based safety culture on site.
- Ensure full compliance with key construction safety regulations and standards.
- Effectively manage contractor and subcontractor HSE performance.
- Utilize safety performance metrics and KPIs to drive continuous improvement.
- Communicate safety expectations clearly and persuasively to all stakeholders.

Course Methodology:

The training methodology at BIG BEN Training Center is designed for maximum engagement and practical application. This course adopts a blended learning approach that combines expert-led presentations with highly interactive learning techniques. We believe that adult learning is most effective when participants are actively involved. Therefore, the sessions will feature in-depth case studies of real-world construction incidents, allowing for critical analysis and discussion. Group workshops and team-based exercises will be used to tackle complex safety challenges, fostering collaborative problem-solving skills. Participants will engage in role-playing scenarios simulating critical safety conversations, such as toolbox talks and incident debriefs. The curriculum incorporates video analysis of construction site practices and interactive quizzes to reinforce key concepts. Ample time is allocated for Q&A sessions and peer-to-peer knowledge sharing, ensuring that the learning is relevant to the specific challenges faced by each participant in their professional environment. The focus is on providing actionable tools and strategies that can be implemented immediately on the job.

Course Agenda (Course Units):

Unit One: Foundations of Construction Safety Leadership

- The strategic role of leadership in HSE management.
- Understanding legal and regulatory frameworks in construction.
- Key principles of a robust Safety Management System (SMS).
- The psychology of safety and human factors in construction.
- Defining and communicating a powerful safety vision.
- Establishing accountability for safety at all organizational levels.
- The financial and ethical case for a zero-accident culture.

Unit Two: Proactive Risk Management and Hazard Control

- Advanced hazard identification and recognition techniques.
- Conducting effective Job Hazard Analysis (JHA) and risk assessments.
- Implementing the hierarchy of controls on a construction site.
- Developing and reviewing safe work procedures and method statements.
- Managing high-risk activities like working at height and confined space entry.
- Electrical safety and lockout/tagout (LOTO) procedures.
- Proactive safety inspections and observation programs.

Unit Three: Ensuring On-Site HSE Compliance

- Deep dive into key national and international safety standards.
- Managing Personal Protective Equipment (PPE) programs effectively.
- Strategies for effective contractor and subcontractor safety management.
- Emergency preparedness and response planning for construction sites.
- Fire prevention and protection strategies.
- Environmental management on construction projects.
- Documentation, record-keeping, and HSE reporting requirements.

Unit Four: Incident Investigation and Behavioral-Based Safety

- Leading a thorough and unbiased incident investigation.
- Mastering root cause analysis techniques.
- Developing effective corrective and preventive action plans.
- Principles of Behavioral-Based Safety (BBS).
- Techniques for observing and providing feedback on safety behaviors.
- Overcoming barriers to safe behavior and promoting at-risk behavior reduction.
- Learning from near misses to prevent future incidents.

Unit Five: Driving a World-Class Safety Culture

- Measuring safety performance with leading and lagging indicators.
- Conducting effective safety meetings and toolbox talks.
- Developing and implementing a continuous safety improvement plan.
- The leader's role in building trust and psychological safety.
- Advanced communication and influencing skills for safety leaders.
- Managing safety during different phases of a construction project.
- Sustaining a positive safety culture for long-term success.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can a leader balance the pressures of project deadlines and budgets with an unwavering commitment to a zero-accident safety culture?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond the traditional, compliance-focused approach to construction safety. While regulatory adherence is a fundamental component, our primary focus is on cultivating leadership and influencing human behavior to create a sustainable safety culture. Unlike programs that merely list rules and regulations, this training delves into the "why" behind safety practices, incorporating principles from behavioral science and human factors engineering. We explore the psychological drivers of at-risk behavior and equip leaders with the tools to proactively address them. The curriculum is built on a foundation of practical application, using real-world construction case studies and interactive simulations that mirror the complex challenges managers face on-site. The emphasis is not just on managing safety systems, but on leading people. Participants will learn how to inspire, motivate, and empower their teams to take ownership of safety, transforming it from a departmental responsibility into a shared core value that permeates every aspect of the project lifecycle.