Behavioral-Based Safety and Proactive Safety Culture Training Course



07 - 11 Dec 2026

Düsseldorf

5900 € (Per Person)

Ref: #HSE2353_46920

Course Introduction / Overview:

A truly safe workplace goes beyond rules and regulations; it is built on the actions and behaviors of every individual. This comprehensive training course, offered by BIG BEN Training Center, is designed to provide professionals with the strategic and practical skills needed to implement an effective Behavioral-Based Safety (BBS) program. The program focuses on understanding the human factors that influence safety, moving from a reactive to a proactive approach. Participants will learn how to identify critical safety behaviors, conduct effective observations, and provide constructive feedback that encourages safe actions. This training is for those who are ready to take on a leadership role in cultivating a positive and proactive safety culture. Drawing on the foundational work of academics like Thomas R. Krause, a pioneer in the field of BBS and author of "The Behavior-Based Safety Process," the course provides a solid foundation of theoretical knowledge combined with practical, real-world application. It addresses key topics such as behavior analysis, human performance, and organizational culture. BIG BEN Training Center is committed to equipping professionals with the advanced skills necessary to build a sustainable and resilient safety environment.

Target Audience / This training course is suitable for:

- HSE managers and supervisors.
- Safety committee members.
- Operations and production managers.
- Team leaders and foremen.
- Human resources professionals.
- Anyone involved in promoting a safety culture.
- Compliance officers.
- Government regulators.

Target Sectors and Industries:

- Manufacturing and heavy industries.
- Oil and gas.
- Construction.
- Transportation and logistics.
- Energy and utilities.
- Mining.
- Chemical and petrochemical.
- Government agencies and public services.

Target Organizations Departments:

- Health, safety, and environment (HSE) departments.
- Operations and production.
- Human resources.
- Quality assurance.
- Risk management.
- Training and development.
- Corporate governance.

Course Offerings:

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

- Understand the principles of behavioral-based safety.
- Identify critical safety behaviors and at-risk behaviors.
- Develop and implement a BBS observation checklist.
- Conduct effective and non-confrontational safety observations.
- Provide constructive feedback to encourage safe behavior.
- Analyze observation data to identify trends.
- Use data to drive targeted safety interventions.
- Communicate the benefits of a BBS program to employees.
- Foster a culture of continuous safety improvement.

Course Methodology:

This training course at BIG BEN Training Center uses a highly interactive and practical methodology to ensure that participants are prepared to implement a BBS program. The program combines clear, detailed lectures on the principles of behavior change with hands-on practice sessions where participants will conduct simulated safety observations. They will receive constructive feedback from the instructor and their peers, helping them refine their observational and communication skills. The course is built around practical workshops that focus on creating effective observation checklists, practicing feedback techniques, and analyzing real-world safety data. Participants will also have the opportunity to role-play scenarios involving difficult conversations about safety. By focusing on practical application, BIG BEN Training Center ensures that participants leave with the confidence and skills needed to design and implement a successful BBS program.

Course Agenda (Course Units):

Unit One: Foundations of Behavioral-Based Safety

- Principles of behavior-based safety.
- The ABC model of behavior analysis (Antecedent, Behavior, Consequence).
- Understanding human factors in safety.
- The difference between compliance and culture.
- The role of leadership in shaping safety behavior.
- Myths and realities of BBS.
- Measuring safety performance.

Unit Two: Identifying Critical Behaviors

- Defining critical safety behaviors.
- Conducting a behavioral inventory.
- Developing a custom observation checklist.
- Using data to prioritize behaviors.
- The role of employee participation.
- Creating a non-punitive observation system.
- Communicating the focus behaviors.

Unit Three: Observation and Feedback Techniques

- How to conduct a safety observation.
- Effective communication and listening skills.
- Providing constructive, non-confrontational feedback.
- Encouraging peer-to-peer observations.
- Documenting observations effectively.
- Overcoming resistance to observations.
- Role-playing observation scenarios.

Unit Four: Data Analysis and Action Planning

- Analyzing observation data.
- Identifying behavioral trends and patterns.
- Using data to develop targeted interventions.
- Creating a feedback loop for continuous improvement.
- Communicating data insights to the workforce.
- Linking behavioral data to incident reduction.
- Developing a corrective action plan.

Unit Five: Sustaining a Proactive Safety Culture

- Integrating BBS into the safety management system.
- Building a culture of trust and transparency.
- Recognizing and reinforcing safe behavior.
- Maintaining momentum and engagement.
- The role of leadership in sustaining the program.
- Auditing the BBS process.
- Long-term benefits of a BBS program.

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 behavioral-based safety program, when implemented correctly, transform a blame-focused culture into one that promotes shared accountability and continuous learning?

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

This program stands out by providing a specialized and highly practical approach to building a safety culture from the ground up. While many safety courses focus on technical compliance, this training is designed to address the human element of safety. The course's unique quality lies in its blend of behavioral science principles with hands-on practice, ensuring that participants learn the art of observation and feedback in a supportive environment. It goes beyond the mechanics of a BBS program and teaches participants how to foster a culture of trust and shared responsibility. The curriculum is highly interactive, featuring role-playing exercises and real-world case studies that are directly relevant to implementing a successful BBS program. This makes the program a valuable opportunity for professionals to become true leaders in safety culture, capable of creating a more proactive and resilient organization.