Implementing Behavioral-Based Safety for Workforce Engagement Training Course



23 - 27 Nov 2026

Milan

5900 € (Per Person)

Ref: #HSE9770_107429

Course Introduction / Overview:

Behavioral-Based Safety (BBS) represents a paradigm shift from traditional, reactive safety measures to a proactive, employee-driven approach to incident prevention. This course provides a comprehensive framework for implementing a successful BBS program that not only reduces workplace incidents but also cultivates a deeply ingrained culture of safety. Moving beyond mere compliance, the curriculum explores the psychological principles that underpin human behavior, drawing on the foundational work of pioneers like Dr. E. Scott Geller, whose insights in "The Psychology of Safety Handbook" have shaped modern safety practices. Participants will learn to identify at-risk behaviors, conduct effective safety observations, and provide constructive feedback that empowers employees to take ownership of their safety and that of their colleagues. At BIG BEN Training Center, we have designed this program to be a practical roadmap, guiding organizations from initial planning and design to full-scale implementation and long-term sustainability. This training course is essential for any organization committed to achieving safety excellence by engaging its most valuable asset, its people, in creating a safer, more productive work environment.

Target Audience / This training course is suitable for:

- Health, Safety, and Environment (HSE) Managers and Specialists.
- Operations Managers and Supervisors.
- Team Leaders and Foremen.
- Safety Committee Members and Representatives.
- Human Resources Professionals involved in safety culture.
- Project Managers and Site Coordinators.
- Senior Leaders and Department Heads.
- Anyone responsible for driving safety performance and culture.

Target Sectors and Industries:

- Manufacturing and Industrial Production.
- Construction and Engineering.
- Oil, Gas, and Petrochemicals.
- Mining and Heavy Industry.
- Logistics, Warehousing, and Transportation.
- Healthcare and Pharmaceuticals.
- Utilities and Energy Sector.
- Government Agencies and Public Sector Undertakings.

Target Organizations Departments:

- Health, Safety, and Environment (HSE) Department.
- Operations and Production Departments.
- Maintenance and Engineering Departments.
- Human Resources and Training Departments.
- Quality Assurance and Control Departments.
- Project Management and Site Operations.
- Logistics and Supply Chain Management.

Course Offerings:

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

- Develop a comprehensive implementation plan for a Behavioral-Based Safety program.
- Master the techniques of effective and non-judgmental safety observation.
- Provide constructive and motivational feedback to encourage safe behaviors.
- Design customized safety observation checklists relevant to their specific work environment.
- Analyze observation data to identify trends and root causes of at-risk behaviors.
- Foster a proactive safety culture through positive reinforcement and employee engagement.
- Integrate BBS principles with existing Safety Management Systems (SMS).
- Lead and champion the BBS process within their teams and organization.
- Overcome common barriers and challenges to successful BBS implementation.
- Measure the effectiveness of the safety program using leading and lagging indicators.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and practical, ensuring that participants can immediately apply their learning in the workplace. We move beyond traditional lectures to create a dynamic learning environment that fosters deep understanding and skill development. The course heavily utilizes real-world case studies from various industries to illustrate the successes and challenges of BBS implementation. Participants will engage in collaborative group exercises and workshops to design observation checklists and develop implementation strategies. A significant portion of the training is dedicated to role-playing scenarios, allowing attendees to practice the critical skills of safety observation and feedback delivery in a safe and supportive setting. Facilitated discussions and brainstorming sessions encourage the sharing of experiences and solutions to common workplace safety issues. The program integrates video analysis of workplace behaviors and interactive problem-solving activities to reinforce key concepts and ensure a lasting impact on safety performance and culture.

Course Agenda (Course Units):

Unit One: Fundamentals of Behavioral-Based Safety

- Introduction to the principles and history of Behavioral-Based Safety (BBS).
- The psychology of human error and at-risk behavior.
- Shifting from a reactive to a proactive safety culture.
- Understanding the ABC (Activator-Behavior-Consequence) model.
- The critical role of leadership and management commitment in BBS.
- Contrasting BBS with traditional safety programs.
- Establishing the business case for implementing a BBS program.

Unit Two: Designing and Planning the BBS Process

- Forming a BBS steering committee and defining roles.
- Conducting a baseline safety culture assessment.
- Identifying critical safe and at-risk behaviors for observation.
- Developing customized safety observation checklists.
- Creating a detailed BBS implementation roadmap and timeline.
- Strategies for effective communication and employee buy-in.
- Setting clear goals and key performance indicators (KPIs) for the program.

Unit Three: Mastering Observation and Feedback Techniques

- The science and art of effective safety observation.
- Techniques for conducting non-punitive, peer-to-peer observations.
- Developing active listening and communication skills.
- The structure of a powerful feedback conversation.
- Providing immediate, specific, and constructive feedback.
- Strategies for coaching employees to recognize and correct unsafe behaviors.
- Overcoming resistance and handling difficult conversations.

Unit Four: Data Collection, Analysis, and Action

- Methods for systematically collecting and managing observation data.
- Analyzing data to identify trends, patterns, and root causes.
- Using leading indicators to predict and prevent future incidents.
- Developing targeted action plans based on data analysis.
- Communicating findings and progress to the workforce and management.
- Leveraging technology for BBS data management and reporting.
- Conducting effective root cause analysis for persistent at-risk behaviors.

Unit Five: Sustaining and Enhancing the BBS Culture

- Strategies for maintaining momentum and preventing program fatigue.
- Integrating BBS into the overall Safety Management System (SMS).
- Developing effective recognition and reinforcement systems for safe behavior.
- The role of continuous improvement in the BBS process.
- Advanced coaching and mentoring for safety champions.
- Auditing and evaluating the long-term effectiveness of the BBS program.
- Addressing advanced challenges and evolving the program over time.

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 an organization balance the data-driven nature of BBS with the essential human element of psychological safety to create a truly sustainable safety culture?

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

This training course distinguishes itself by focusing intensely on the practical implementation and cultural integration of Behavioral-Based Safety, rather than merely presenting theoretical concepts. While other programs may cover the "what" of BBS, our curriculum is meticulously designed to master the "how". We move beyond generic checklists and provide a deep dive into the psychology of human behavior, equipping participants with sophisticated coaching and feedback techniques that foster genuine employee engagement, not just compliance. The course emphasizes the critical role of leadership in championing safety and provides actionable strategies for gaining buy-in at all organizational levels. A key differentiator is our focus on data analysis for proactive intervention, teaching participants how to transform raw observation data into predictive insights that prevent incidents before they occur. Unlike courses that offer a one-size-fits-all solution, this program guides participants in designing a BBS process that is uniquely tailored to their organization's specific operational realities, challenges, and cultural nuances, ensuring a sustainable and effective safety transformation.