

Course No. 1673

Safety Leadership & Behavioral-Based Safety Training Course

INDUSTRIAL SAFETY & HSE

INDUSTRIAL ENGINEERING, MAINTENANCE & OPERATIONS

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Safety Leadership & Behavioral-Based Safety Training Course provides a practical and advanced framework for strengthening leadership accountability, improving workforce behaviors, and developing a proactive safety culture across industrial and operational environments. The program focuses on moving beyond reactive safety management toward a leadership-driven approach that emphasizes prevention, employee engagement, effective communication, and behavioral awareness.

Effective safety leadership is essential for translating health, safety, and environmental policies into consistent workplace practices. This course enables managers, supervisors, and operational leaders to understand how leadership behaviors influence workforce performance, strengthen accountability, encourage hazard reporting, and create an environment where employees actively participate in maintaining safe operations.

The program examines the principles of Behavioral-Based Safety, including identifying safe and at-risk behaviors, conducting structured behavioral observations, understanding behavioral drivers, providing constructive feedback, reinforcing positive behaviors, and analyzing recurring patterns. Participants will also explore how behavioral safety programs can be implemented without creating a blame-oriented environment, instead supporting learning, engagement, and continuous improvement.

The course also addresses the relationship between safety leadership, safety culture, human factors, and operational performance. Participants will develop practical approaches for leadership communication, workforce involvement, safety conversations, behavioral interventions, performance management, and managing operational pressures that may influence decision-making and workplace behaviors.

Through practical exercises, case studies, behavioral observation workshops, leadership scenarios, and workplace-based discussions, participants will develop the ability to assess safety culture, identify critical behaviors, conduct effective safety conversations, provide meaningful feedback, and design behavioral improvement initiatives. The Safety Leadership & Behavioral-Based Safety Training Course supports organizations seeking stronger safety leadership, proactive workforce engagement, and sustainable improvements in HSE performance.

Objectives

- Analyze the fundamental principles of safety leadership and their role in developing a strong safety culture.
- Evaluate the influence of management and leadership behaviors on workforce safety performance.
- Apply Behavioral-Based Safety principles to identify safe and at-risk workplace behaviors.
- Develop practical methods for conducting structured behavioral observations in operational environments.
- Assess human and organizational factors that influence employee decisions and workplace behaviors.
- Improve leadership communication skills for effective safety conversations and behavioral interventions.
- Apply constructive feedback techniques to reinforce safe behaviors and address at-risk behaviors.
- Analyze behavioral observation data to identify trends, recurring patterns, and opportunities for improvement.
- Strengthen leadership accountability and workforce participation in safety improvement initiatives.
- Evaluate organizational safety culture and identify leadership and behavioral gaps requiring intervention.
- Design practical behavioral safety initiatives aligned with organizational HSE objectives.
- Develop an actionable safety leadership and Behavioral-Based Safety improvement plan by the end of the course.

Who Should Attend

This training course is designed for HSE managers and specialists, industrial safety managers, operations managers, maintenance managers, project managers, department heads, supervisors, team leaders, and professionals responsible for workplace safety, operational performance, risk management, and workforce engagement.

The program is particularly relevant to professionals working in oil and gas, petrochemicals, energy, manufacturing, construction, engineering, utilities, transportation, infrastructure, and other sectors involving field operations and operational teams. It is also suitable for government entities,

ministries, public sector organizations, and large corporations seeking to strengthen safety culture and leadership involvement.

The course will also benefit executives, senior managers, site leaders, and decision makers responsible for workforce performance, contractor management, operational reliability, and HSE governance. Participants will gain practical tools for influencing workplace behaviors, improving safety communication, strengthening employee participation, and supporting continuous safety improvement.

Learning Outcomes

- Explain the relationship between safety leadership, organizational culture, and workforce behavior.
- Evaluate the impact of daily leadership practices on HSE and operational performance.
- Identify critical behaviors that may influence workplace and process safety.
- Conduct structured behavioral observations and document findings effectively.
- Analyze human and organizational factors influencing workplace behavior and operational decisions.
- Apply effective techniques for constructive feedback and behavioral intervention.
- Conduct meaningful safety conversations focused on prevention, learning, and improvement.
- Analyze behavioral observation data to identify trends and performance gaps.
- Strengthen workforce participation in hazard identification and safety improvement activities.
- Assess safety culture and identify leadership, communication, and behavioral weaknesses.
- Design appropriate behavioral interventions to address at-risk behaviors and reinforce safe practices.
- Develop an actionable plan for improving safety leadership and Behavioral-Based Safety programs across the organization.

Course Outline

DAY 01

Safety Leadership & Organizational Safety Culture

- Principles of effective safety leadership and the leader's role in accident prevention
- Relationship between leadership, safety culture, and operational performance
- Management and supervisor responsibilities for creating safe working environments
- Leadership role modeling, accountability, and workforce involvement

PRACTICAL APPLICATION

Assess a leadership scenario and identify management behaviors that influence safety culture and workforce performance

DAY 02

Behavioral-Based Safety Principles & Critical Behaviors

- Fundamentals, objectives, and applications of Behavioral-Based Safety
- Factors influencing safe and at-risk workplace behaviors
- Identification of critical behaviors associated with specific tasks and operations
- Development of behavioral observation criteria and observation checklists

PRACTICAL APPLICATION

Develop a behavioral observation checklist for an operational task and conduct a structured observation exercise

DAY 03

Behavioral Observation, Feedback & Safety Conversations

- Effective behavioral observation techniques in workplace environments
- Distinguishing behaviors, workplace conditions, and underlying performance factors
- Constructive and immediate feedback techniques
- Safety conversations and effective behavioral interventions

DAY 03 — CONTINUED

PRACTICAL APPLICATION

Conduct behavioral observation scenarios and practice providing constructive feedback and appropriate safety interventions

DAY 04

Human Factors, Employee Engagement & Behavioral Improvement

- Human factors influencing operational performance and workplace behavior
- Effects of workload, fatigue, communication, procedures, and operational pressure on behavior
- Workforce participation and employee involvement in hazard reporting
- Building trust and encouraging learning from mistakes and at-risk behaviors

PRACTICAL APPLICATION

Analyze a behavioral case study, identify human and organizational factors, and develop targeted improvement interventions

DAY 05

Safety Performance Measurement & Sustainable Safety Culture

- Analysis of behavioral observation data and identification of performance trends
- Behavioral and leading safety performance indicators
- Integration of Behavioral-Based Safety with HSE management systems
- Development of safety leadership programs and continuous behavioral improvement initiatives

FINAL WORKSHOP

Develop a comprehensive Safety Leadership & Behavioral-Based Safety improvement plan covering target behaviors, leadership initiatives, workforce engagement, performance indicators, monitoring mechanisms, and implementation priorities



Register or Request More Information

Course page: <https://quest-training.com/courses/safety-leadership-behavioral-based-safety-training-course>

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