Training Course on Safety Culture Development and Leadership

Professional Development Training Course Outline

Category	Occupational Health	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Creating a robust safety culture is essential for sustainable organizational success, especially in industries with high operational risk. Training Course on Safety Culture Development and Leadership empowers professionals to embed safety leadership, reduce workplace incidents, and align teams with proactive risk management values. By integrating behavior-based safety (BBS), human factors, and organizational resilience, participants will learn how to drive cultural transformation from the ground up.

The course is designed to deliver practical safety leadership tools, promote employee engagement, and nurture accountability at all levels. Through interactive modules, real-world case studies, and strategic frameworks, participants will gain the knowledge to champion a safety-first culture that leads to measurable performance improvements and compliance with global EHS (Environment, Health, and Safety) standards.

Programme Curriculum

Training Course on Safety Culture Development and Leadership

Introduction

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compliance with global EHS (Environment, Health, and Safety) standards.

13 Course Objectives with Strong Keywords

1. Understand core principles of safety culture and leadership
2. Identify and manage human error and organizational risk
3. Implement behavior-based safety programs effectively
4. Develop high-impact safety leadership behaviors
5. Improve safety communication and feedback systems
6. Strengthen employee engagement and accountability
7. Conduct effective incident investigation and root cause analysis
8. Foster a just culture that balances discipline and learning
9. Design and monitor safety performance indicators
10. Integrate psychological safety in the workplace
11. Leverage data analytics and safety dashboards
12. Align safety goals with overall business strategy
13. Build a sustainable, resilient safety culture

Target Audience

1. Health and Safety Managers
2. Operations Supervisors
3. HR Professionals in Risk-sensitive Industries
4. Project Managers and Team Leaders
5. Quality and Compliance Officers
6. Plant and Facility Managers
7. Industrial Engineers
8. Senior Executives in High-risk Environments

Course Duration: 10 days

Course Modules

Module 1: Introduction to Safety Culture

- Definition and importance of safety culture
- Key components of a high-performing safety culture
- Impact on organizational performance
- Common cultural pitfalls and challenges
- Establishing baseline metrics
- **Case Study:** DuPont’s journey to zero incidents

Module 2: Safety Leadership Fundamentals

- Role of leadership in shaping culture
- Traits of effective safety leaders
- Leading by example and influencing others
- Emotional intelligence in safety leadership
- Tools for leadership assessment
- **Case Study:** BP Texas City Refinery explosion

Module 3: Behavior-Based Safety (BBS)

- Fundamentals of BBS
- Observation and feedback techniques

- Encouraging safe behaviors
- Behavior modification strategies
- Measuring BBS effectiveness
- **Case Study:** Alcoa's BBS implementation

Module 4: Human Factors in Safety

- Cognitive biases and human error
- Ergonomics and workplace design
- Stress, fatigue, and decision-making
- Systems thinking in error prevention
- Creating human-centered systems
- **Case Study:** NASA Challenger disaster analysis

Module 5: Risk Management & Safety Planning

- Risk identification and prioritization
- Hazard assessments and job safety analysis
- Risk control hierarchy
- Integrating safety into operations
- Dynamic risk assessment tools
- **Case Study:** Construction site risk mitigation

Module 6: Communication and Engagement

- Active listening and safety dialogue
- Safety meetings and toolbox talks
- Using storytelling to build culture
- Psychological safety in communication
- Feedback loops and reporting systems
- **Case Study:** Toyota's open-door safety communication policy

Module 7: Just Culture and Accountability

- Definition of a just culture
- Balancing accountability and learning
- Creating fair investigation protocols
- Managing disciplinary actions
- Transparency and trust-building
- **Case Study:** Aviation industry’s use of just culture

Module 8: Safety Performance Metrics

- Leading vs lagging indicators
- KPIs for safety culture
- Dashboards and data visualization
- Benchmarking performance
- Using data for continuous improvement
- **Case Study:** GE’s safety scorecard approach

Module 9: Incident Investigation Techniques

- Incident reporting systems
- Root cause vs immediate cause
- Use of 5 Whys, Fishbone, and RCA tools
- Learning from near misses

- Preventative action planning
- **Case Study:** Deepwater Horizon explosion investigation

Module 10: Employee Empowerment and Engagement

- Building ownership in safety programs
- Empowering frontline workers
- Recognizing and rewarding safe behavior
- Team-based safety initiatives
- Overcoming resistance to change
- **Case Study:** Shell's safety empowerment strategy

Module 11: Safety Audits and Compliance

- Types of audits (internal/external)
- Preparing for compliance audits
- Safety inspection checklists
- Regulatory standards (OSHA, ISO 45001)
- Corrective action tracking
- **Case Study:** Pharmaceutical plant audit success

Module 12: Change Management for Safety Culture

- Drivers of safety culture change
- Phases of cultural transformation
- Resistance management strategies
- Communication and training plans
- Monitoring progress and outcomes
- **Case Study:** Siemens' safety transformation process

Module 13: Psychological Safety and Mental Well-being

- What is psychological safety?
- Addressing mental health in safety culture
- Safe space for reporting and sharing
- Removing stigma around mental wellness
- Integrating EAPs and wellness initiatives
- **Case Study:** Healthcare system reducing burnout and injuries

Module 14: Integrating Safety into Business Strategy

- Safety as a core business value
- Linking safety with operational KPIs
- Executive commitment and sponsorship
- Aligning departments around safety goals
- Return on investment in safety
- **Case Study:** ExxonMobil’s alignment of safety and business objectives

Module 15: Sustaining and Evolving Safety Culture

- Embedding safety into onboarding and training
- Culture audits and realignment
- Recognizing signs of cultural erosion
- Leadership development pipelines
- Future trends in safety leadership
- **Case Study:** Boeing's evolving safety culture post-crisis

Training Methodology

- Interactive instructor-led workshops with practical activities
- Scenario-based learning and real-time decision simulations
- Use of case studies and group discussions for deeper insight
- Hands-on tools and templates for immediate workplace application
- Pre- and post-course assessments and action plans
- Continuous learning with access to online learning materials

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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