Training Course on Behavior-Based Safety (BBS) Programs

Professional Development Training Course Outline

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

Course Introduction

In today’s competitive and compliance-driven industries, Behavior-Based Safety (BBS) programs are transforming workplace cultures by proactively minimizing unsafe behaviors and enhancing employee engagement. Training Course on Behavior-Based Safety (BBS) Programs focuses on the psychological and behavioral aspects of safety, equipping organizations with the tools to develop an incident-free environment. Built on real-world practices and scientific principles of human behavior, this course is ideal for safety leaders committed to creating lasting behavioral change across all levels of the workforce.

The BBS training incorporates data-driven decision-making, observational feedback, and continuous improvement strategies. Participants will learn how to implement a sustainable safety culture that drives measurable outcomes, reduces incident rates, and increases productivity. With real-time case studies, industry-specific modules, and evidence-based techniques, this program ensures that safety isn't just a protocol but a core company value.

Programme Curriculum

Training Course on Behavior-Based Safety (BBS) Programs

Introduction

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Learning Objectives

1. Understand the core principles of Behavior-Based Safety (BBS).
2. Identify the psychology behind unsafe behaviors at the workplace.
3. Learn to conduct effective behavioral safety observations.
4. Develop proactive intervention strategies.
5. Design and implement customized BBS programs.
6. Utilize leading safety indicators for predictive analysis.
7. Foster a positive safety culture.
8. Integrate BBS into existing EHS (Environment, Health, Safety) systems.
9. Conduct root cause analysis using behavioral data.
10. Apply real-time feedback techniques.
11. Train supervisors on coaching and influencing behaviors.
12. Utilize behavioral data analytics for continuous improvement.
13. Implement performance metrics to evaluate safety KPIs.

Target Audience

1. Safety Managers
2. HR and EHS Professionals
3. Supervisors and Team Leaders
4. Plant and Operations Managers
5. Quality Control Officers
6. Construction Site Supervisors
7. Manufacturing Engineers
8. Occupational Health Specialists

Course Duration: 10 days

Course Modules

Module 1: Introduction to Behavior-Based Safety

- Define BBS and its core principles
- Understand its evolution and significance
- Key components of successful BBS programs
- Common misconceptions about BBS
- Roles and responsibilities in BBS implementation
- **Case Study: Launching a BBS program in a food processing plant**

Module 2: Behavioral Psychology in Safety

- Introduction to behavioral science fundamentals
- Identifying unsafe vs. safe behaviors
- Principles of behavior modification
- Using positive reinforcement effectively
- Psychological impact of safety messaging
- **Case Study: Behavior shift using nudging theory in a warehouse**

Module 3: Building a Safety Observation System

- Designing observation checklists
- Conducting effective safety observations
- Behavior vs. condition observations
- Avoiding observer bias
- Documenting and reporting findings
- **Case Study: Observation system rollout in an energy firm**

Module 4: Coaching and Feedback Strategies

- Effective feedback delivery methods
- Constructive vs. destructive feedback
- Real-time correction techniques
- Active listening in feedback sessions
- Training peers as safety coaches
- **Case Study: Feedback training success in construction sites**

Module 5: Developing a BBS Implementation Plan

- Stakeholder alignment and buy-in
- Creating an implementation roadmap
- Resource allocation and budgeting
- Risk assessment and mitigation strategies
- Change management principles
- **Case Study: BBS plan implementation in a logistics company**

Module 6: Creating a Positive Safety Culture

- Identifying cultural barriers to safety
- Leadership’s role in shaping culture
- Embedding safety in company values
- Strategies to improve morale and trust
- Reward and recognition programs
- **Case Study: Cultural transformation in a chemical plant**

Module 7: Behavior-Based Safety Metrics and KPIs

- Setting realistic safety goals
- Measuring leading and lagging indicators
- Creating dashboards and scorecards
- Evaluating safety performance trends
- Aligning metrics with organizational objectives
- **Case Study: KPI tracking in oil & gas operations**

Module 8: Behavior-Based Root Cause Analysis

- Using behavior data to find root causes
- RCA tools: 5 Whys, Fishbone Diagram
- Linking behavior to near-miss incidents
- Eliminating systemic behavior risks
- Action planning from RCA findings
- **Case Study: RCA post-injury in a manufacturing site**

Module 9: Training Observers and Safety Champions

- Observer role and selection criteria
- Training techniques for internal observers

- Leadership development for safety champions
- Calibration and observer alignment
- Evaluating observer effectiveness
- **Case Study: Observer program in the auto industry**

Module 10: Behavior-Based Safety in High-Risk Industries

- Customizing BBS for high-risk environments
- Hazard-specific behavioral strategies
- Emergency response behavior modeling
- Partnering with regulatory agencies
- Enhancing vigilance and risk perception
- **Case Study: BBS in aviation ground handling**

Module 11: Technology and Digital Tools in BBS

- Behavior tracking software
- Mobile apps for safety reporting
- AI and predictive analytics in BBS
- Integrating tech with human intervention
- Data privacy and ethical considerations
- **Case Study: Tech-enabled BBS in healthcare**

Module 12: Sustaining Long-Term Engagement

- Preventing program fatigue
- Continuous learning and reinforcement
- Safety communication campaigns
- Employee involvement initiatives
- Leadership modeling behavior
- **Case Study: 5-year BBS engagement journey in FMCG**

Module 13: Legal and Ethical Considerations in BBS

- OSHA and global compliance frameworks
- Ethics of observation and monitoring
- Managing resistance and fears
- Transparency and communication
- Fairness in behavior evaluation
- **Case Study: Ethical compliance in a pharma company**

Module 14: Integrating BBS into EHS Programs

- Synergies between BBS and EHS
- Cross-functional collaboration
- Building an integrated reporting structure
- Unified training for EHS & BBS
- Leveraging audits and inspections
- **Case Study: BBS-EHS fusion in a mining corporation**

Module 15: Final Assessment and Action Planning

- Participant reflection and knowledge check
- Group-based action plan development
- Coaching for implementation success
- Final Q&A with BBS experts

- Course evaluation and feedback
- **Case Study: Group-led BBS pitch to executives**

Training Methodology

- Interactive lectures and group discussions
- Real-world case studies and simulations
- Hands-on observation practice
- Role-play and peer feedback sessions
- Quizzes and practical assessments
- Digital learning tools and access to resources

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

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

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