



BEHAVIOURAL BASED SAFETY

10-12 September 2025
Southern Sun Hotel
Sandton

BEHAVIOURAL BASED SAFETY

Introduction

If you think safety's expensive, try having an accident ... Successful safety management involves understanding human factors and having the ability to correct human error to improve safety habits.

For many years there has been an emphasis on physical and engineering controls and on safe working practices and procedures. Increasingly, however, studies have shown that technical measures alone will not eliminate accidents in the workplace. Increasing emphasis must be placed on how people fit into, and interact with, their environment and work systems, and on how their performance affects safety.

Managing human failures is essential to preventing major accidents, occupational accidents and ill health, all of which can cost businesses money, reputation and potentially their continued existence.

This highly-interactive Behavioural Based Safety training seminar will provide you with all the necessary skills and talents to create a management approach which engages, motivates and sustains safe behaviors at work. The course takes a systematic approach, examining the motivation underlying behaviors, in order to increase safe behavior.

The end product must be 'Safe Person - Safe Workplace'.

This training seminar will highlight:

- The key components of an effective behavioral based safety approach
- The relationship between human factors and safety performance
- How to positively influence the performance of employees
- How to develop and sustain a behavioral change programme
- The visible business benefits

Objectives

At the end of this training seminar, you will learn to:

- Develop a clear understanding of human factors
- Understand the consequences of behavioral acts and omissions as prime causes of accidents and adverse events
- Understand the key role of managers and supervisors in influencing safety performance
- Develop skills for identifying, evaluating and implementing cost effective solutions for influencing behavioral change
- Develop skills to successfully implement and sustain a behavioral change programme

Training Methodology

Delegates will learn by active participation through inspiring presentation tools and interactive techniques presented in a lively, enthusiastic and interesting style. Delegates will take part in practical team exercises, typical case studies and open discussion forums, as related to their own organisation's operational activities.

Organisational Impact

By successfully managing the behavior of your workforce you will ensure fewer accidents and safer performance leading to reduced business costs. This will improve your business reputation and profile.

The organizational impact will be:

- Improved safety performance of staff
- Better teamwork
- Improved staff morale through improved behavior
- The professional development of staff
- A reduction in incidents and losses
- An increased reputation as a health and safety leader

Personal Impact

Course participants will learn how to effectively identify, understand and positively influence the behavior of their staff using a variety of proven management techniques and interpersonal skills. The personal impact will be:

- Appreciating the importance of human factors
- Receiving practical methods to improve safety behavior
- Developing the necessary skills for leadership, management and supervision
- Appreciating the importance of human factors and teamwork
- Understanding how improved behavior leads to a successful safety culture
- Learning how to implement and sustain behavior change programme

Who Should Attend?

This training course on Behavioral Based Safety is suitable to a wide range of professionals but will greatly benefit:

- All Line Managers, Supervisors and Team Leaders
- Project Managers
- Procurement and Supply Chain Managers
- Engineers and Maintenance Personnel
- HSE Managers and Auditors
- Employee Representatives
- All Personnel involved in managing people

SEMINAR OUTLINE

DAY 1

Human Factors and Leadership

- Human Factors at Work
- Body, Mind and Work
- The Role of Leaders, Managers and Supervisors
- Responsibilities and Accountabilities
- Motivation and Demotivation at Work
- Communicating the Safety Message
- Case Study

Psychology of Workplace Behavior

- Behavioral Causes at Work
- Motivational Attitudes
- Workplace Stress
- Psychological Aspects of Job Design
- Psychology of Work Groups and Teams
- Principles of Mind Stimulation
- Case Study

DAY 2

Behavior at Work

- Behavioral Safety at Work
- Negative and Positive Dimensions
- Taylor, Herzberg, McGregor and Maslow
- ABC Analysis (antecedents, behavior and consequences)
- What drives Behavior?
- Natural Penalties and Consequences
- Case Study

Behavior Creating a Successful Culture

- Behavior and Culture
- Safety Culture and Safety Climate
- The Influence Factors
- Leadership and Culture
- Improving Safety Performance
- Success Factors and Barriers
- Case Study

Implementing and Sustaining Behavioral Change

- Identifying Critical Behaviors
- Managing People and Their Attitude to Safety
- Safety Observations and Improvements
- Introducing a Behavioral Change Programme
- Personal Action Plans
- Sustaining Behavior Improvements
- Course Review

BEHAVIOURAL BASED SAFETY

Code	Date	Venue	Fees
	10-12 Sept 2025	Sandton	R 8,999

REGISTRATION DETAILS

LAST NAME: _____
FIRST NAME: _____
DESIGNATION: _____
COMPANY: _____
ADDRESS: _____

CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

AUTHORISATION DETAILS

AUTHORISED BY: _____

DESIGNATION: _____
COMPANY: _____
ADDRESS: _____

CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

PAYMENT DETAILS

Please invoice my company

Please invoice me

WAYS TO REGISTER

Tel: 087 808 2509
Cell: 073 882 2609
Email: Michael@luthandoskills.co.za
Website: www.luthandoskills.co.za

TERMS AND CONDITIONS

- Fees - Each fee is inclusive of Documentation, Lunch and refreshments served during the entire seminar.
- Mode of Payment - The delegate has the option to pay the course fee directly or request to send an invoice to his/her company/ sponsor. Credit card and cheque payments are both acceptable.
- Cancellation / Substitution - Request for seminar cancellation must be made in writing & received three (3) weeks prior to the seminar date. A % 50 processing fee will be charged per delegate for each cancellation. Thereafter, we regret that we are unable to refund any fees due, although in such cases we would be happy to welcome a colleague who would substitute for you.
- Hotel Accommodation - is not included in the course fee. A reduced corporate rate and a limited number of rooms may be available for attendees wishing to stay at the hotel venue. Requests for hotel reservations should be made at least three (3) weeks prior to the commencement of the seminar. All hotel accommodation is strictly subject to availability and terms and conditions imposed by the hotel will apply.
- Attendance Certificate - a certificate of attendance will only be awarded to those delegates who successfully completed/ attended the entire seminar including the awarding of applicable Continuing Professional Education Units/Hours.
- Force Majeure - any circumstances beyond the control of the Company may necessitate postponement, change of seminar venue or substitution of assigned Instructor. The Company reserves the right to exercise this clause and implement such amendments.
- Fair Access / Equal Opportunities - In the provision of its services as a world-class Training Provider, the Company is committed to provide fair access / equal opportunities throughout the delivery of its courses and assessment leading to the completion of training seminars, or 3rd party qualifications/certifications.