



**Workshop on Behavior-Based Safety:**  
**Developing Safety Culture in the Work Environment**  
 March 17 – 21, 2025, 1<sup>st</sup> Run: Lagos & Abuja  
 September 8 – 12, 2025, 2<sup>nd</sup> Run: Lagos & Port Harcourt  
**For Tutor -Led Class: 9am – 4:30pm**  
**Workshop fee: N300, 000 per Participant**  
**For online: Delivery via Zoom**  
**Online course fee: N250, 000 per Participant**  
**Available for In-plant Training**

**700 U\$D for foreign  
Participants**

#### **Program Overview:**

The purpose of this course is to provide managers and safety professionals with a deeper understanding of their role in implementing and determining the outcomes of a safety program. 'How to be a Leader in Safety and Health' focuses on the importance of top management involvement in guiding the process of implementing new approaches to health and safety. The course addresses the change management process which can be a challenge for some organizations seeking a significant improvement in their health and safety performance. When routine and traditional risk reduction approaches do not produce the desired results, a new strategy should be put in place. With many real-life examples and interactive exercises, a step-by-step process is introduced to enable participants to influence health and safety policies and procedures in their organizations. Moreover, participants will be ready to take a leadership role in promoting good health and safety practices and implementing related changes.

#### **For Whom:**

Safety officers and other safety professionals involved in developing, implementing and making safety an integral part of the overall organizational culture.

#### **Learning Objectives:**

At the end of the program, participants will be able to:

- improve on their ability to effectively manage a safety and health program;
- develop skills in safety supervision, leadership and evaluation;
- identify and list safety and health training needs;
- assess and measure a safety and health culture; and
- recommend and apply improvement on their organization's safety culture program.

#### **Course Outline:**

##### **Day 1: Characteristics of an Effective Safety Culture**

- Does Management Commitment Make a Difference?
- Top Management Commitment and Employee Involvement
- Effective Communication
- Analyzing Incidents and Accidents
- Defining a Value System
- Why Do Safety Cultures Fail?

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

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24/7 Lines: +234-8068933608 (WhatsApp), +234-8029170491 & +234-8145745664(WhatsApp) & +234-9112830607

- Journey to a Safety Culture
- Pathway to Safety Excellence
- Developing Goals and Objectives
- Identifying and Establishing Goals
- Conducting Self-Assessments and Benchmarking
- Change Analysis

#### **Day 2: Human Barriers to Safety, and Behavior-Based Intervention**

- Behavior-Based Psychology
- The Complexity of People
- Sensation, Perception, and Perceived Risk
- Identifying Critical Behavior
- Behavioral Safety Analysis
- Intervening with Activators
- Intervening with Consequences
- Intervening as a Behavior-Change Agent

#### **Day 3: Safety Supervision and Leadership**

- Safety Responsibilities
- Identifying and Correcting Hazards
- Ensuring Safety Accountability
- Creating a Culture of Consequences
- Tough-Caring Leadership

#### **Day 4: Actively Caring for Safety**

- Understanding Actively Caring
- Psychology of Actively Caring
- Person-Based Approach to Actively Caring
- Increasing Actively Caring Behaviors

#### **Day 5: Measuring the Safety Culture**

- The Nature of All Safety Systems
- Assessment Techniques
- The Deming Cycle
- What should be evaluated?
- Evaluation Tools
- Developing and Implementing the Action Plan

#### **Training Methodology**

Lectures, discussions, exercises, case studies, audio-visual aids will be used to reinforce these teaching/learning methods.

#### **LOCATIONS**

1 - HCA Learning Centre. Acme House 2nd Floor, 23, Acme Road, Ogba, Industrial Scheme, Ikeja, Lagos, Nigeria

2 - Pearls Learning Hub, Plot 756, Opposite Divine Hand of God Ministry, Area 1, Garki, Abuja.

3 – Pakiri hotel Ltd., 4 Okwuruola Street, off Stadium Road, Rumuola, Port Harcourt, Rivers State.

**Open Course Fee: N300, 000**  
In-plant Fee Negotiable

#### **WORKSHOP FEE:**

**N300, 000 per participant, VAT –N22, 500**

Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.

Payment should be made into our Accounts:

Account Name: Human Capital Associates Global Consult Ltd.

Union Bank of Nig. PLC: Account No: 0097961537

First Bank of Nig. PLC: Account No: 2033683960

Keystone Bank Ltd.: Account No: 1007150325

**For Booking / Enquiry, Call: 234-8051365946, 234-7087578814**  
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