BLACKBIRD FOR TRAINING

Behavioral Based Safety

16 – 20 November 2026
Amsterdam (Netherlands)



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Ref: 3255229_200149 **Date:** 16 – 20 November 2026 **Location:** Amsterdam (Netherlands) **Fees:** 5900 GBP

Introduction

Behavior-Based Safety BBS is a progressive methodology in occupational health and safety that focuses on human behavior as the decisive factor in preventing incidents and improving workplace safety. Safety does not rely solely on regulations and protective equipment; it largely depends on how employees interact with risks and their commitment to safe practices.

In today's high-risk industries such as oil and gas, construction, and manufacturing, implementing BBS programs has become a strategic necessity. Beyond compliance, BBS emphasizes observing, analyzing, and reinforcing safe behaviors, creating a culture where safety becomes a shared responsibility. This course provides participants with practical frameworks to understand behavioral patterns, identify hidden risks, and build a sustainable culture of safety excellence.

Course Objectives

By the end of this course, participants will be able to:

- Understand the foundations of Behavior-Based Safety and its role in accident prevention.
- Identify and analyze behaviors in workplace environments.
- Apply behavioral assessment techniques to uncover hidden risks.
- Develop effective strategies for positive behavioral change.
- Train teams on safe interventions when unsafe acts are observed.
- Promote organizational safety culture through employee engagement.
- Use behavioral performance indicators to measure program effectiveness.
- Reduce workplace incidents and achieve operational safety excellence.

Course Outlines

Day 1: Introduction to Behavior-Based Safety

- Definition and importance of BBS.
- Differences between traditional safety approaches and BBS.
- Historical evolution of behavioral safety models.
- Key principles of behavioral analysis in workplaces.
- Leadership's role in driving safety culture.
- Case study discussions.



Day 2: Analyzing Unsafe Behaviors

- Methods for observing workplace behaviors.
- Tools for collecting behavioral data.
- Identifying recurring patterns of unsafe practices.
- Techniques for behavioral risk analysis.
- Linking human behavior to accident causation.
- Practical exercise in behavior recording and review.

Day 3: Intervention and Change Strategies

- Positive intervention methods for correcting unsafe behaviors.
- Practical training in constructive feedback.
- Reinforcement strategies to encourage safe actions.
- Employee involvement in behavioral change initiatives.
- Designing awareness campaigns based on behavioral insights.
- Workshop: Building a behavioral change plan.

Day 4: Measuring Performance and Continuous Improvement

- Developing behavioral performance indicators KPIs.
- Tools for monitoring progress in safety programs.
- Using behavioral data to improve processes.
- Connecting BBS outcomes with organizational objectives.
- Reviewing international best practices.
- Group activity: Designing a safety performance dashboard.

Day 5: Sustainability and Governance in BBS

- Integrating BBS into organizational policies.
- Building a sustainable safety culture.
- Governance and legal responsibilities in BBS implementation.
- Addressing challenges in high-risk industries.
- Team presentations of behavioral safety projects.
- Final evaluation and practical application session.



Why Attend This Course: Wins & Losses!

- Gain hands-on knowledge in applying Behavior-Based Safety.
- Improve skills in analyzing unsafe behaviors.
- Develop proactive prevention strategies.
- Build a culture of accountability and safe practices.
- Enhance team effectiveness in managing risks.
- Reduce workplace injuries and downtime.
- Apply objective tools for measuring behavioral performance.
- Strengthen compliance with global safety standards.

Conclusion

Behavior-Based Safety is not just a compliance-driven approach; it is a transformative strategy that places human behavior at the center of workplace safety. It provides organizations with a systematic framework to observe, analyze, and influence behavior in ways that significantly reduce incidents and promote long-term operational resilience.

Through this course, participants gain practical expertise in implementing behavioral safety programs, measuring their effectiveness, and embedding them into organizational culture. Investing in BBS is not only a legal or operational requirement—it is a commitment to protecting people, sustaining productivity, and safeguarding the reputation of the organization.

