

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Developing an Effective Safety Culture

Code	City	hotel	Start	End	price	Language - Hours
HS-185SA	Al Khobar	Hotel Meeting	2026-12-20	2026-12-24	12950 SR	En - 25

Introduction

An effective safety culture is widely accepted as being the essential component of in the successful development and implementation of an organisation’s safety management system. Preventing major accidents is about ensuring that everyone, regardless of position, follows safety procedures and safe practices - by always intervening when unsafe behaviours or conditions are observed. A safety culture improvement process approach which actively engages everyone through personal responsibility is seen as the way forward.

In this seminar you will learn:

- The impact of an effective safety culture on achieving good safety management
- How to establish a safety culture improvement processes and identify behavioural change improvement opportunities
- The importance of actively caring
- How to assess the safety culture of the organization
- About Taylor, Herzberg, Vroom, Geller & Maslow

Objectives

Participants attending the programme will:

- Have a clear understanding of human factors and their application to their organisation’s current safety cultural status
- Be familiar with elements of safety management systems and their purpose
- Appreciate the consequences of behavioural acts and omissions as prime causes of

accidents and emergency situations
- Be able to develop a step-by-step safety cultural improvement programme within their own organisation
- Develop an appreciation of carrying out an HSE cultural positional assessment
- Develop skills for identifying, evaluating and reconciling solutions for influencing behavioural change improvement measures

Training Methodology

Participants will learn by active participation during the programme through the use of exercises, case studies and open discussion forums. Videos shown will encourage further discussions and delegates are encouraged to bring forth experiences and problems from their own organisations. The programme will be run using power point slide, copies of which will be distributed both in hard and soft copies.

Organisational Impact

- Professional development of staff
- Improved communications
- Improved safety behaviour
- Reduction in incidents
- Practical steps for changing culture
- Leaders better equipped to face adversity of incidents head on

Personal Impact

- Understand the integrated approach of Safety Culture
- Be able to assess the safety culture of the organisation
- Practical methods to improve safety behaviour
- Appreciate the needs, drives and motivation of staff
- Develop a SMS based on safety culture principles
- The power of reinforcement and recognition

SEMINAR OUTLINE

DAY 1 : Introduction to Safety Culture

- Safety culture and safety climate
- Improving safety performance
- Behaviour and Culture
  - Organisation factors
  - Job factors
  - Personal factors
- Historical review
- Case study

DAY 2 : Safety Management Systems

- Safety management systems framework and safety culture factors
- Essential safety management system components
- Developing an effective safety management system
- Mechanical Model of SMS
- Socio Technical Model of SMS
- More safety culture factors
  - Risk and risk perceptions
  - Human error
  - Stress
- Case Study “Mersin Refinery”

DAY 3 : HSE Model for Safety Culture

- Identifying problem areas
- Dependant, Independent and Interdependent Cultures
- Planning for change
- HSE cultural change model

- How to intervene
- Key Performance indicators
- Success factors and barriers
- Attitude Questionnaires

DAY 4 : Behavioural Safety

- Safety culture and behavioural safety
- Taylor, Herzberg, Vroom, Geller, Maslow
- Natural penalties and consequences
- ABC analysis
    - Antecedents
    - Behaviour
    - Consequences
- What drives behaviour
- Natural penalties and consequences

DAY 5 : Assessing the Safety Culture

- Establishing the current status of a safety culture
- Results of questionnaires
- Case studies from different organisations
- Step change in safety
- Managing people and their attitude to safety
- Developing questionnaires
- Personal action plans
- Course review

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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