MERCURY

Developing and Sustaining an Effective Safety Culture Training Course

8 – 19 March 2027
Kigali (Rwanda)



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Ref: 15904_1067288 **Date:** 8 – 19 March 2027 **Location:** Kigali (Rwanda) **Fees:** 9500 Euro

Introduction:

In today's dynamic and high-risk industries, cultivating a robust safety culture is essential to safeguarding employees, assets, and the environment while enhancing organizational performance. The Developing and Sustaining an Effective Safety Culture training course explores the principles, strategies, and practical tools necessary to develop and sustain such a culture.

Participants will gain insights into the role of leadership, employee engagement, and continuous improvement in fostering a proactive approach to workplace safety. Emphasizing the integration of safety values into every level of an organization, the Developing and Sustaining an Effective Safety Culture course equips professionals with the knowledge and skills to create a resilient and safety-focused work environment.

The Developing and Sustaining an Effective Safety Culture training course provides participants with the knowledge and tools to understand safety culture and its critical role in workplace environments. It emphasizes the importance of safety culture by exploring its definition, highlighting its benefits, and outlining strategies for improving it across organizations.

Participants will learn effective techniques for developing a safety culture, including practical methods for developing an effective safety culture and a leadership approach to ensure long-term success. The Developing and Sustaining an Effective Safety Culture course covers essential steps for sustaining a safety culture and fostering an employee proactive mindset, emphasizing continuous improvement and engagement.

Targeted Groups:

- Health, Safety, and Environment HSE Managers.
- Safety Officers and Coordinators.
- Operational Managers and Supervisors.
- Human Resource Professionals.
- Quality Assurance Professionals.
- Organizational Development Specialists.
- Team Leaders in High-Risk Industries.
- Senior Management and Executives.
- Safety Trainers and Consultants.
- Employees Seeking Safety Leadership Skills.

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Course Objectives:

At the end of this Developing and Sustaining an Effective Safety Culture course, the participants will be able to:

- Understand the fundamentals of an effective safety culture.
- Identify key elements influencing workplace safety behaviors.
- Develop leadership strategies to promote safety values.
- Enhance employee engagement in safety initiatives.
- Learn techniques for risk identification and mitigation.
- Integrate safety practices into organizational processes.
- Foster a proactive approach to incident prevention.
- Apply tools for monitoring and improving safety performance.
- Align safety culture initiatives with regulatory requirements.
- Establish sustainable systems for continuous safety improvement.

Targeted Competencies:

By the end of this Developing and Sustaining an Effective Safety Culture training, the participant's competencies will:

- Safety Leadership and Decision-Making.
- Risk Assessment and Management.
- Employee Engagement in Safety Practices.
- Communication Skills for Safety Advocacy.
- Incident Investigation and Reporting.
- Behavioral Safety and Cultural Transformation.
- Strategic Planning for Safety Integration.
- Continuous Improvement in Safety Performance.
- Compliance with Safety Regulations and Standards.
- Monitoring and Measuring Safety Metrics.

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Course Content:

Unit 1: Introduction to Safety Culture:

- Define safety culture and its importance in the workplace.
- Understand the impact of safety culture on organizational performance.
- Discuss the core principles of a safety culture.
- Explore the relationship between safety culture and employee well-being.
- Recognize the role of leadership in shaping safety culture.
- Identify the characteristics of a strong safety culture.
- Discuss common challenges in developing a safety culture.

Unit 2: Key Elements of a Safety Culture:

- Identify the critical components that contribute to safety culture.
- Understand the role of values, beliefs, and behaviors in safety culture.
- Examine how leadership commitment influences safety practices.
- Learn the significance of clear safety goals and objectives.
- Discuss the importance of employee involvement and empowerment.
- Explore how communication fosters a safety culture.
- Understand the role of accountability in maintaining safety standards.

Unit 3: Leadership's Role in Safety Culture:

- Explore how leadership sets the tone for a safety-focused environment.
- Learn how leaders can influence safety behaviors through actions.
- Discuss strategies for leaders to engage employees in safety efforts.
- Understand the concept of safety leadership and its impact on culture.
- Examine leadership behaviors that reinforce a positive safety culture.
- Learn how to develop safety-oriented leadership qualities.
- Discuss the importance of leadership training in safety culture development.

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Unit 4: Employee Engagement in Safety Culture:

- Understand the importance of employee engagement in safety initiatives.
- Learn methods to involve employees in safety decision-making.
- Explore strategies for fostering a safety-first mindset among workers.
- Discuss the role of training in enhancing employee safety awareness.
- Learn how to encourage safety suggestions and feedback from employees.
- Explore the benefits of recognizing and rewarding safe behaviors.
- Understand the role of teamwork in strengthening a safety culture.

Unit 5: Building a Proactive Safety Culture:

- Understand the difference between reactive and proactive safety approaches.
- Learn strategies for fostering a proactive safety mindset.
- Discuss the importance of hazard identification and risk assessment.
- Explore how to create a culture of continuous safety improvement.
- Learn how to encourage employees to report unsafe conditions.
- Discuss the role of safety audits and inspections in a proactive culture.
- Identify tools and techniques for identifying potential hazards before incidents occur.

Unit 6: Risk Assessment and Safety Management Systems:

- Understand the role of risk assessments in developing a safety culture.
- Learn how to conduct effective hazard assessments.
- Explore the various types of risk management strategies.
- Discuss the integration of safety management systems into organizational operations.
- Understand the relationship between risk assessments and safety culture.
- Learn how to implement a systematic approach to managing safety risks.
- Discuss how to prioritize safety risks and allocate resources effectively.

Unit 7: Incident Investigation and Reporting:

- Understand the importance of thorough incident investigation.
- Learn techniques for identifying the root causes of incidents.
- Explore the process of reporting incidents and near misses.
- Discuss how incident reporting contributes to safety culture.
- Understand how to analyze data from incidents to improve safety.
- Learn the steps in developing corrective actions from incident investigations.
- Discuss how incident investigations can prevent future occurrences.

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Unit 8: Effective Communication for Safety:

- Understand the importance of clear and consistent safety communication.
- Learn how to communicate safety expectations to employees effectively.
- Explore strategies for encouraging open communication about safety concerns.
- Discuss the role of training and awareness campaigns in communication.
- Learn how to utilize different communication channels for safety messages.
- Understand how feedback loops contribute to safety communication.
- Explore the role of safety meetings and toolbox talks in fostering communication.

Unit 9: Sustaining Safety Culture Over Time:

- Learn strategies for maintaining a strong safety culture in the long term.
- Discuss the role of continuous improvement in sustaining a safety culture.
- Understand how to monitor and evaluate the effectiveness of safety culture initiatives.
- Learn methods for overcoming resistance to safety culture changes.
- Discuss how to integrate safety culture into day-to-day operations.
- Explore the role of safety champions in sustaining culture.
- Understand how to adapt safety culture strategies to evolving risks and challenges.

Unit 10: Measuring and Evaluating Safety Culture:

- Understand the importance of measuring safety culture.
- Learn how to develop key performance indicators KPIs for safety.
- Discuss using surveys, assessments, and audits to evaluate safety culture.
- Explore how to track safety performance over time.
- Learn how to analyze data to identify areas for improvement.
- Understand the role of feedback in refining safety culture strategies.
- Discuss how to assess the effectiveness of safety training programs.
- Explore tools for benchmarking safety culture against industry standards.