



SCANDINAVIAN ACADEMY
For Training and Development

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Course: Advanced Certification in Safety Culture & Risk Management

Code	City	Hotel	Start	End	Price	Language - Hours
HS-903	Manama (Bahrain)	Hotel Meeting Room	2026-09-13	2026-09-24	5450 €	En - 50

Introduction

In today's high-risk and performance-driven industries, Health and Safety (H&S) management must go beyond compliance. An effective safety system must integrate not only regulatory frameworks and operational control but also embed a proactive safety culture that drives behaviors, decisions, and leadership at all levels.

This integrated program combines advanced H&S management methodologies with modern behavioral and cultural safety models to provide a comprehensive roadmap for building sustainable, high-impact safety systems.

General Objective

To empower participants with the knowledge and tools to design, implement, and continuously improve an integrated health and safety management system rooted in legal compliance, operational excellence, and cultural transformation.

Detailed Objectives

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

- Understand international safety legislation and its application to high-risk industries.
- Apply global standards such as OSHA and HSG 65 in their safety systems.



- Conduct risk assessments using tools like HAZOP and COSHH.
- Analyze human, organizational, and job-related safety factors.
- Understand and influence safety behavior at individual and team levels.
- Evaluate the existing safety culture within their organizations.
- Apply the HSE cultural change model to drive long-term improvements.
- Measure safety performance using KPIs and monitoring systems.
- Develop and implement a behavioral safety program.
- Design actionable plans for safety culture enhancement and system sustainability.

Target Audience

This program is ideal for:

- Health & Safety Managers and Officers
- Department Heads and Operational Supervisors
- HR and Organizational Development Professionals
- Project Managers and Team Leaders
- Industrial Engineers and Plant Operators
- Risk Management Professionals

Course Outline

Day 1: Legislation in Occupational Health & Safety

- Overview of international and regional safety regulations
- OSHA Process Safety Management (29 CFR 1910.119)
- The EU Seveso Directive for high-hazard industries
- External and internal system environments
- Principles of safety system design



Day 2: Fundamentals of Safety Culture

- Defining safety culture vs. safety climate
- Behavioral drivers of safety performance
- Organizational, job-related, and individual influences
- Historical insights from major incidents
- Interactive case study

Day 3: Safety Policies and Management Responsibilities

- Building effective health and safety policies
- Accountability and the management role in incidents
- Organizational structure and safety responsibilities
- Key principles: Control, Communication, Cooperation, Competence
- Leadership impact on safety culture

Day 4: Safety Management Systems (SMS)

- SMS architecture and global frameworks
- Mechanical vs. Socio-Technical models
- Risk perception and the role of human error
- Designing integrated risk management approaches
- Case Study

Day 5: Planning and Implementation of Safety Programs

- Risk control systems: inputs, processes, outputs
- COSHH assessments and hazard communication
- Permit-to-work systems and Lockout/Tagout procedures
- Practical risk assessment exercises



Day 6: Measuring Safety Performance

- Active and reactive safety monitoring
- Internal audits and continuous improvement cycles
- Developing and using Key Performance Indicators (KPIs)
- Case Study: The Flixborough Disaster
- Introduction to HAZOP

Day 7: Cultural Change Models in Safety

- Identifying organizational weaknesses in culture
- Cultural maturity levels: Dependent, Independent, Interdependent
- The HSE model for cultural change
- Barriers and enablers of success
- Safety culture diagnostic tools

Day 8: Behavioral Safety

- Connection between safety behavior and outcomes
- Motivational models: Maslow, Herzberg, Taylor, Vroom, Geller
- ABC model (Antecedents, Behavior, Consequences)
- Natural vs. organizational consequences
- Observation and feedback methodology

Day 9: Assessing Safety Culture

- Cultural assessment techniques and tools
- Safety attitude surveys and interpretation
- Industry case studies and benchmarking
- Leading cultural transformation
- Coaching teams for cultural alignment



Day 10: Building Sustainable Safety Improvement Plans

- Developing organizational and personal safety action plans
- Designing follow-up and tracking tools
- Participant presentations of real-world applications
- Final program review, knowledge reinforcement



The Scandinavian Academy for Training and Development 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 and Development.

Program Timings:

- 9:00 AM to 2:00 PM in Arab cities.
- 10:00 AM to 3:00 PM in European and Asian cities.

The program includes:

- A daily Coffee Break provided during the sessions to ensure participants comfort.