



SCANDINAVIAN ACADEMY
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Course: Developing and Effective Safety Culture

Code	City	hotel	Start	End	price	Hours
585	Zagreb (Croatia)	Hotel Meeting	2025-06-09	2025-06-13	4950 €	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

Seminar 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

Who Should Attend?

- All supervisors and line management who have assigned responsibilities within the organisation's safety management system (SMS)
- Production and process engineers
- Maintenance personnel
- HSE personnel
- All personnel involved in planning and implementing the organisation's HSE management system

Programme 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 and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:

- **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

- **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

- **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

- **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

- **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

- **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

- **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

- **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

- **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

- **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include coffee break sessions during lectures.