



# Behaviour Based Safety

## BBS Champion Certification Course [5 days]



### About SBS

**Strategy and Business Solutions (SBS)** – a *Knowledge Organisation* working in the field of Business Strategies, Process Optimisation, Market Orientation & People Development. Our decades of experience & research in diverse culture and industrial segment has led to the creation of focused solutions like **Behaviour Based Safety (BBS)**, **HARVEST—*an OD intervention for people & productivity enhancement***; **Comprehensive Business Risk Assessment [CRAB]**, etc. Our risk based management system approach benefits customers with respect to time, money and efforts in realising their goals.

**SBS** also provides an extensive range of in-house training courses including competency based training courses for the management systems, operational efficiency and people & culture development. Training solutions are continuously upgraded to enable & enhance organisations ability to improve their overall performance and stay ahead of competition.

With over three decades of expertise in diverse consulting fields, our experts have played critical roles in honing their competencies and is reflected in the quality of the services we provide. With **SBS**, you are choosing an international expertise for excellence with the highest level of competence and integrity. Our courses help organisations to improve employees performance and keep ahead of competition. Our goal is *achieve sustainable development by enabling an average employee deliver extraordinary results!*

### Behaviour Based Safety

**Behaviour Based Safety (BBS)** is a proactive approach by focusing attention on at-risk behaviours that can create an unsafe condition or lead to an injury. Our time tested approach to **BBS** is based on the fundamental ABC principles: **Antecedents** influences the **Behaviour** leading to **Consequence** in turn becomes cyclic by setting the precedence. Careful evaluation of present HSE practices forms the baseline as foundation to BBS design and its roll-out strategy.

BBS analogy revolves around the trilogy of incidents



**Opportunity + Freedom + Behaviour = Incident**

In this BBS Champions Course, we focus on the 'what' and 'why' of people's actions. We guide them to recognise the good and build interventions to address those that can be improved. We focus on 'Why they do things the way they do?' and help them overcome through a series of onsite observations, mentoring, brings in a behavioural change and hence the culture.



# BBS Champion Certification Course

## The Course

**BBS Champions Certification Course** is designed to develop in-house expertise on **BBS** to facilitate sustained implementation and improvement. Through this programme enables a certified champion to identify unsafe opportunities, freedom & behaviour and address them systematically to improve the work environment and make it inherently safe. Further the champion will be exposed to human behavioural aspects, the underlying factors contributing to it and the behavioural intervention techniques for a positive correction.

## Faculty

Registered Lead Auditors with IRCA – UK and Lead Auditor & Trainers for QMS, EMS, OHSAS, SA 8000, itSMF, CMSAS, ISO 20000, etc. Have conducted several IRCA approved Lead Auditors Courses; 'Trainer of Trainers' for EMS by UNEP.

As a consultant provided training & consultancy services to 100s of organisations in India & abroad. Conducted close to 1300 Management System Audits in diversified field of both manufacturing and service organizations. Also have developed and delivered several training programs to suit specified requirements of clients both offshore and ashore.

## Methodology

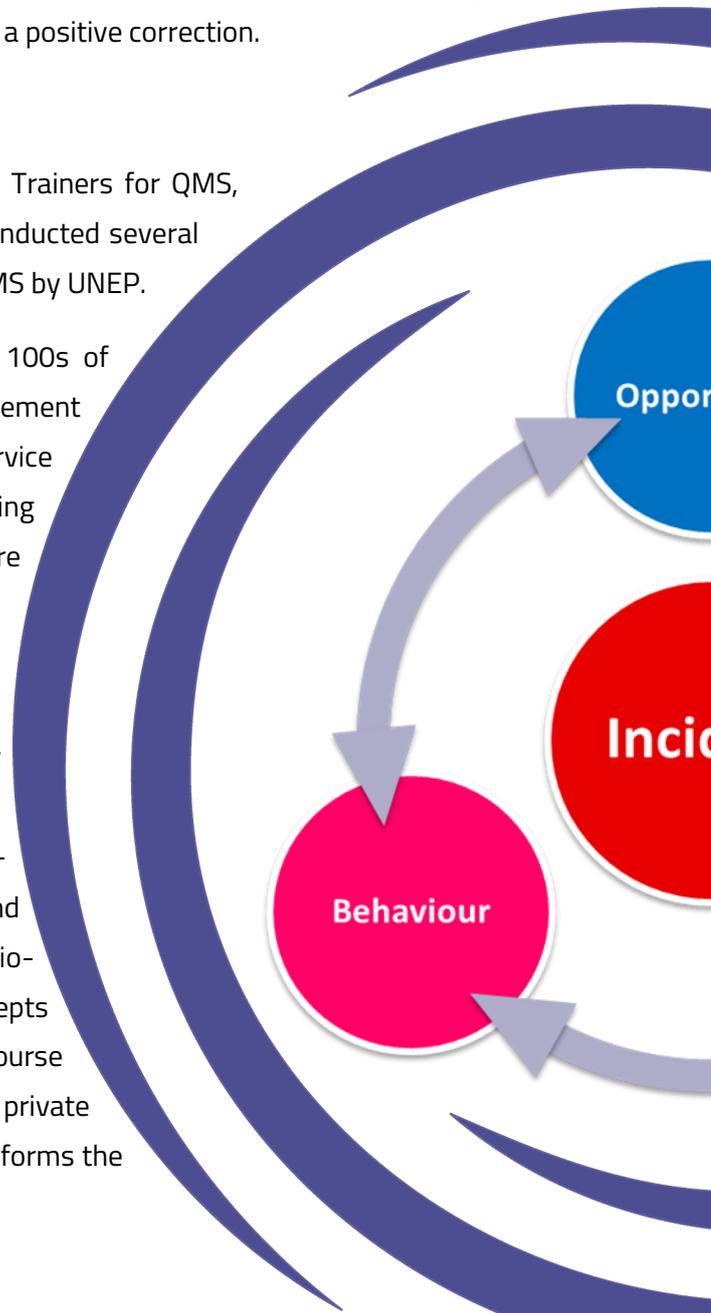
This is a competency course and hence is designed to be highly interactive and participative, demanding high attention during the course and out during the 5 days. Well-structured case-studies, exercises & workshops ensure learning, participation and application of new learned concepts in the given scenario. Audio-Visuals enhance the learning and understanding of the concepts towards application in real-life conditions. Apart from this, the course has couple of **Personal Study Papers (PSP)** to be completed as private assignments, for analysis, articulation and decision making. This forms the part of continuing assessment.

## Assessment & Grading

Course progress & candidate learning is evaluated through **Continuous Concurrent Assessment (CCA)** and **End of Course Assessment (ECA)**. CCA comprises of classroom work, observations and PSP submissions that contribute to 20% of overall rating. Remainder 80% is through the ECA that is conducted at the end of the course on the 5<sup>th</sup> day afternoon.

## Who should attend?

Management Representatives and Core Group Members responsible for establishing, implementing, maintaining, auditing and improving QHSE Management System or Integrated Management System, Safety Officers, QHSE



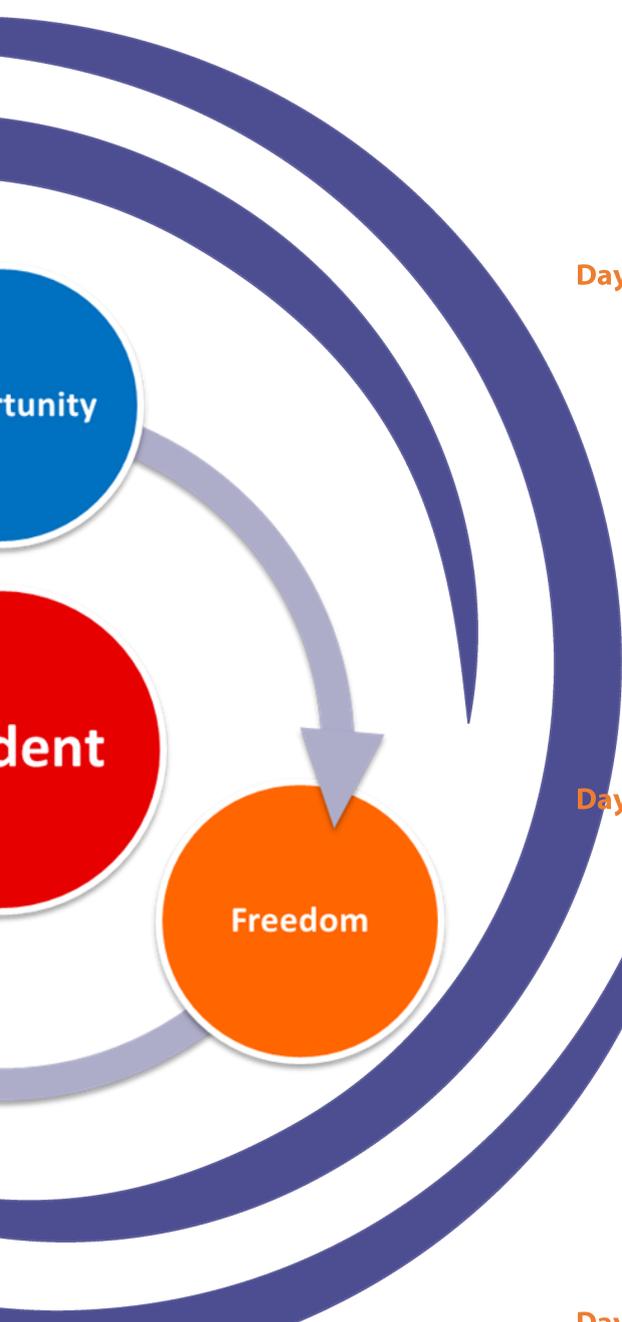
Type : Competency Course

Venue :

Dates :

Fees :

Day	Time →	Content
Day 1	09:00	Introduction to the course, course objectives & learning outcome
	10:00	Tea break
	10:15	Evolution of Safety – A Genesis overview
	12:20	Safety Regulations and their impact
	13:00	Lunch break
	13:30	Introduction to Behaviour Based Safety
	15:00	Tea break
	15:15	Exercise-1: Understanding Human Behaviour and the way it works
	16:30	Human Behavioural Dynamics
	18:00	End of Day-1
Day 2	09:00	BBS Principles and the 'weak-link'
	10:00	Tea break
	10:15	Contributing factors to BBS
	11:00	Exercise-2: Defining a Roadmap to BBS Implementation
	12:00	Conducting the Baseline Survey
	12:45	Lunch break
	13:30	Understanding the culture & mind-set before setting up a schedule
	15:15	Tea break
	15:30	Understanding the Incident Trilogy for Root Cause Analysis (RCA), Case Studies
	16:30	Exercise-3: Determining the Contributing Factors for permanent solution
18:00	End of Day-2. Home Assignment [PSP-01]	
Day 3	09:00	Review of Home Assignment [PSP-01] and grading
	10:00	Tea Break
	10:15	Evaluating the effectiveness of RCA, identified causes and proposed actions
	11:00	Poka-Yoke – A thought process for problem solving and solution building
	12:45	Lunch break
	13:15	Exercise-4: Poka-Yoke to validate RCA & mistake proofing
	15:30	Tea Break
	15:45	Risk based job planning & execution
	16:30	Exercise-5: Roadmap for implementing BBS
	17:15	Garnering Sponsorship – Management Commitment & Support
18:00	End of Day-3. Home Assignment [PSP-02]	
Day 4	09:00	Review of Home Assignment [PSP-02]
	10:00	Tea break
	10:15	Understanding Culture, Behaviour, Attitude and Action
	12:45	Lunch break
	13:15	Understanding <i>'Why people do things the way they do!'</i>
	15:15	Tea break
	15:30	Behavioural Correction Techniques and integrating with existing HSE programmes
	16:30	Exercise-6: Conflict Resolution
	17:15	Establishing BBS Performance Indicators and reporting mechanism
	18:00	End of Day-4



Managers, Organisations aiming for BBS implementation to systematically make the workplace inherently safe; Executives responsible for improving overall HSE performance; those seek to apply for British Safety Council Award HSE Five Star Rating Award.



Day	Time →	Content
Day 5	09:00	BBS Performance Evaluation & Effectiveness Assessment
	10:00	Tea break
	10:15	Continued
	11:45	Pitfalls & Alerts in implementing BBS and managing power ego players
	12:45	Lunch
	13:30	Building Autonomous Feedback System
	14:15	Benchmarking BBS Maturity Levels
	15:00	Feedback
	15:15	Tea break
	15:30	Exam
	17:30	Valediction, Group Photoshoot

### Dress Code - Formal / Business Casuals

Formals or Business Casuals on all 5 days good enough for the group photograph session on the last day.

### Course Material

All course material, including slide miniatures, case-studies, workshops, etc. will be provided as part of the candidate's course kit with free access for reuse with citation.

### Course Registration

Registration can be done through emails along with proof of payment. Due to course size restrictions, registration will be done on first come first served basis. This is a non-residential course and outstation candidates are required to make their own logistics arrangements.

Corporate sponsorship and group bookings are eligible for discount.

### Payment

Seat confirmation comes along with the course material upon full payment. In case of last minute cancellations, substitution is accepted from the same organisation. In case of individuals, substitution to be made by the candidate.

We prefer an online payment and request with the narration **<Name> <Course> <Month>** and forward us the unique transaction number for tally & acceptance.

### In-house Training Courses

We also conduct this course and many other courses in-house on request, making it bespoke to suit the specific requirements of the organisation. To name a few, most sought out in-house courses are: Awareness, Implementation & Auditors Training for the revised ISO standards and for their integration; Workplace improvement programmes, productivity improvement techniques. For enquiries, please contact our Training Coordinator for details. You may also visit the training section of our website at: <http://www.sbsact.com/training.php> for an elaborate list of training programmes & bespoke training solutions.



## Strategy and Business Solutions

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Our aim is to **'enable an average employee deliver extraordinary results!'**