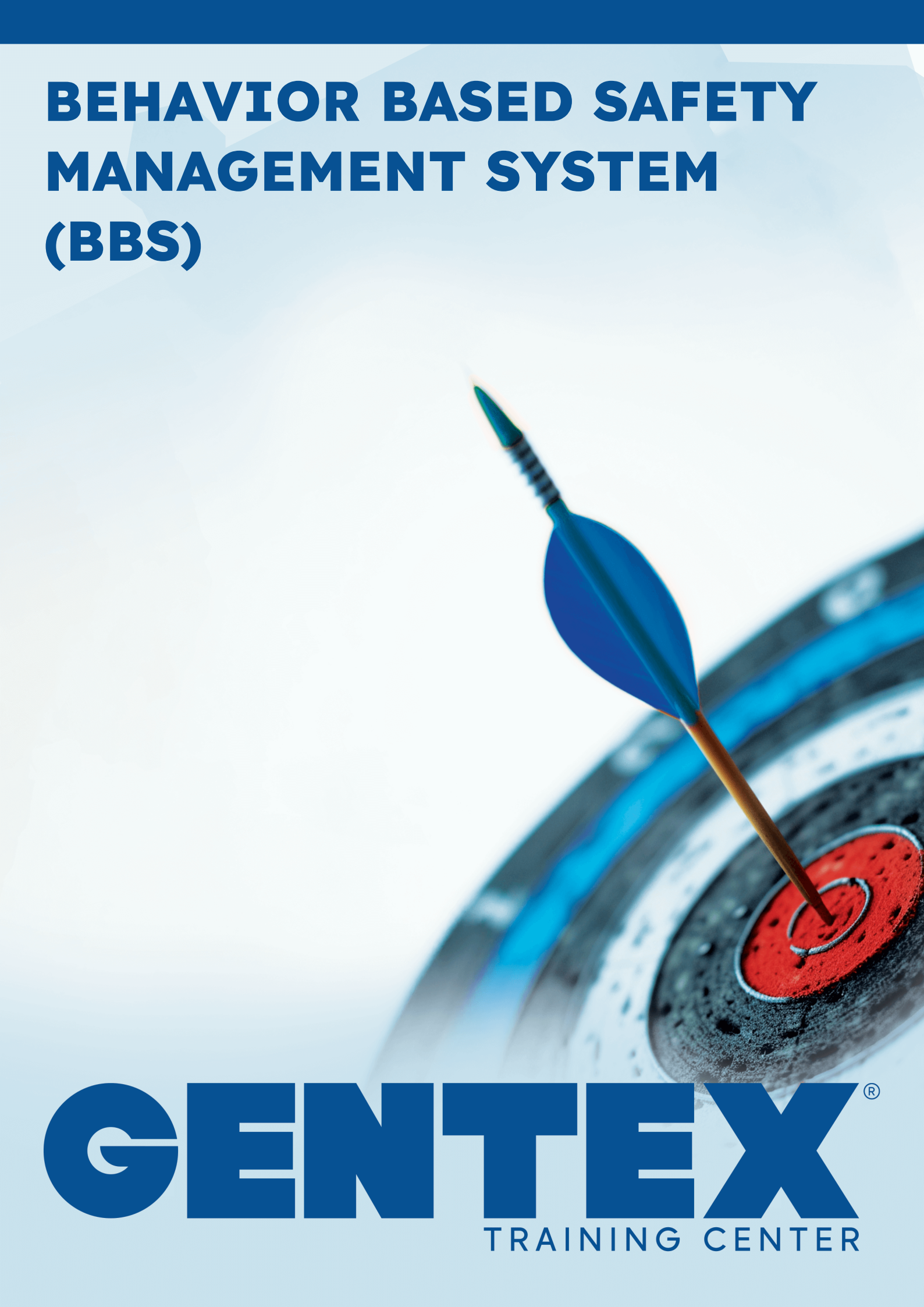
BEHAVIOR BASED SAFETY MANAGEMENT SYSTEM (BBS)



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Introduction:

Workplace safety requires more than policies and procedures. It depends on daily behaviors, leadership commitment, and consistent observation. A Behavior Based Safety Management System (BBS) focuses on identifying safe and unsafe behaviors, analyzing root causes, and reinforcing positive actions. This structured approach helps organizations reduce incidents, improve safety culture, and enhance operational performance.

Gentex Training Center designed this 5-day professional program to provide participants with practical tools to plan, implement, and sustain an effective BBS system. The course explains how human behavior influences risk exposure. It also shows how managers and supervisors can lead behavioral change through observation, feedback, coaching, and performance measurement.

Throughout the program, participants will explore proven safety models, behavioral psychology principles, and data-driven improvement techniques. Moreover, they will learn how to integrate BBS into existing HSE systems without creating duplication or complexity. The course combines theory with practical case studies from high-risk industries such as oil and gas, construction, manufacturing, and logistics.

By focusing on proactive risk control rather than reactive investigation, organizations can significantly reduce accidents and strengthen workforce engagement. Therefore, this course supports companies that aim to move from compliance-based safety to culture-driven safety excellence.

Behavior Based Safety Management System (BBS) Course Objectives:

By the end of this course, participants will be able to:

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Explain the principles and foundations of Behavior Based Safety.Understand how human behavior influences workplace incidents.Identify critical safety behaviors within their organization.Design and implement a structured BBS observation process.Conduct effective behavioral safety observations.Deliver constructive feedback that encourages safe practices.Analyze safety data to identify trends and improvement areas.Develop leading safety indicators based on behavioral data.Integrate BBS into existing HSE management systems.Create action plans to sustain long-term behavioral change.

In addition, participants will gain practical skills to engage employees at all levels. They will also learn how to overcome resistance and build trust in safety initiatives.

Course Methodology:

Gentex Training Center applies an interactive and practical approach. The methodology includes:

- Instructor-led presentations
- Group discussions
- Real-life case studies
- Practical exercises and role plays
- Behavioral observation simulations
- Action planning workshops

This structure ensures that participants not only understand concepts but also apply them effectively in their workplaces.

Who Should Take This Course:

This program is suitable for:

- HSE Managers and Safety Officers
- Operations and Production Managers
- Supervisors and Team Leaders

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- Risk Management Professionals
- HR and Training Specialists
- Project Managers
- Safety Committee Members

Behavior Based Safety Management System (BBS) Course Outlines:

Day 1: Foundations of Behavior Based Safety

- Introduction to Safety Culture and Behavioral Science
- Evolution of Safety Management Systems
- Difference Between Traditional Safety and BBS
- Key Concepts: Behavior, Attitude, Motivation, and Reinforcement
- The ABC Model (AntecedentBehaviorConsequence)
- Human Factors and Error Prevention
- Identifying Critical Risk Behaviors
- Workshop: Mapping Unsafe Behaviors in the Workplace

Participants will build a clear understanding of how behaviors influence safety outcomes.

Day 2: Designing a BBS Framework

- Steps to Develop a Behavior Based Safety Program
- Management Commitment and Leadership Role
- Defining Critical Behaviors and Checklists
- Observation Process Design
- Selecting and Training Observers

- Communication and Employee Engagement Strategies
- Overcoming Resistance to Behavioral Programs
- Workshop: Creating a BBS Implementation Plan

By the end of Day 2, participants will design a structured BBS framework tailored to their organization.

Day 3: Conducting Effective Safety Observations

- Types of Behavioral Observations
- Planning and Scheduling Observations
- Observation Ethics and Confidentiality
- Conducting Non-Punitive Observations
- Giving Constructive and Motivational Feedback
- Coaching Techniques for Supervisors
- Recording and Documenting Observations
- Role Play: Observation and Feedback Simulation

This day emphasizes practical application and communication skills.

Day 4: Data Analysis and Performance Measurement

- Collecting and Managing Behavioral Data
- Identifying Trends and Root Causes
- Developing Leading Safety Indicators
- Linking BBS Metrics to Organizational KPIs
- Using Data for Continuous Improvement
- Reporting and Dashboard Development
- Aligning BBS with ISO and HSE Standards

- Case Study: Data-Driven Safety Improvement

Participants will learn how to transform observation data into measurable performance improvements.

Day 5: Sustaining and Improving the BBS System

- Integrating BBS into Corporate Safety Strategy
- Building a Positive Safety Culture
- Reinforcement and Recognition Programs
- Continuous Improvement Models
- Auditing and Reviewing BBS Programs
- Leadership Accountability and Governance
- Developing a Long-Term Sustainability Plan
- Final Workshop: Organizational Action Plan

By the final day, participants will create a practical roadmap to implement and sustain BBS within their organizations.

Conclusion:

By successfully completing the Behavior Based Safety Management System (BBS) course at Gentex Training Center, participants will gain comprehensive knowledge of behavioral safety principles, implementation frameworks, observation techniques, and performance measurement tools. They will understand how to influence workplace behavior, reduce risk exposure, and strengthen safety culture through structured and proactive management practices.

This knowledge enables professionals to lead safer operations, improve employee engagement, and contribute to sustainable organizational excellence.

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FAQs

Q1 What is the "Behavior Based Safety Management System (BBS)" course about?

The Behavior Based Safety Management System (BBS) course focuses on understanding how workplace behaviors influence safety outcomes. It covers behavioral safety principles, the ABC Model, critical behavior identification, observation processes, constructive feedback, data analysis, leading indicators, and integration of BBS into existing HSE systems.

Q2 What are the key benefits of the "Behavior Based Safety Management System (BBS)" course?

The course helps organizations proactively manage safety by identifying unsafe behaviors, reinforcing positive actions, and improving employee engagement. It also supports stronger safety culture, reduced risk exposure, data-driven improvement, effective performance measurement, and integration of behavioral safety practices into existing HSE management systems.

Q3 What skills will I gain from the "Behavior Based Safety Management System (BBS)" course?

Participants will develop Behavioral Safety Observation, BBS Framework Development, Safety Data Analysis, and Safety Performance Measurement skills. These capabilities enable them to conduct structured observations, design BBS processes, analyze behavioral trends, develop leading indicators, and measure improvements using behavioral safety data.

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Q4 What tools, methods, or standards are covered in the "Behavior Based Safety Management System (BBS)" course?

The course covers the ABC Model (AntecedentBehaviorConsequence), behavioral observation processes, critical behavior checklists, leading safety indicators, BBS metrics, organizational KPIs, dashboards, continuous improvement models, and auditing methods. It also addresses alignment of BBS programs with ISO and HSE standards.

Q5 How is the "Behavior Based Safety Management System (BBS)" course applied in real-world practice?

The course applies BBS through workplace behavioral observations, non-punitive feedback, coaching, employee engagement, and action planning. Participants learn to collect and analyze observation data, identify trends and root causes, develop improvement actions, and integrate behavioral safety into organizational HSE strategies and safety culture.