Behaviour Based Safety Training for Manufacturing

Service Objectives

- Hardwire safe habits at the point of operation using the ABC model (Antecedents–Behaviour–Consequences).
- Define observable, measurable “critical behaviours” for machine guarding, LOTO, forklift driving, manual handling, hot work, confined spaces, and 5S.
- Equip supervisors and peers to run short, respectful observations and give timely, positive coaching feedback.
- Set behaviour-based KPIs and connect BBS metrics to ISO 45001 dashboards and other leading indicators.
- Build skills in coaching, bias reduction during observations, trend analysis, and micro-interventions (e.g., pre-task briefs, point-of-work risk assessments).
- Integrate BBS with high-throughput realities: low-disruption 5–10 minute cycles, shift handovers, and contractor onboarding to house rules.

> Built for UAE manufacturing: short observation cycles fit takt time and shift patterns; multilingual coaching tools support English, Arabic, Hindi, and Urdu.

Who This Service Is For

- UAE manufacturing plants (discrete and continuous) including metal fabrication, cement, glass, chemicals, food and beverage, pharmaceuticals, packaging, and automotive components.
- Operations directors, HSE managers, production supervisors, maintenance planners, quality leaders, contractor coordinators, and shop-floor teams (operators, riggers, forklift drivers, electricians, fitters, line leaders).
- Sites with high-throughput operations, contractor interfaces, and shift work where risk normalisation can occur.
- Organisations seeking ISO 45001 alignment and integration with near-miss and hazard reporting systems.
- Multi-lingual workforces requiring accessible checklists and coaching scripts.
- Use cases: onboarding before peak season, preparing for production increases, or stabilising performance after a near-miss spike.

Duration & Process Overview

- Typical delivery: 1–2 days for core teams; options include 1-day (Modules A–B) + 0.5-day practicum, a 2-day comprehensive (Modules A–D), or hybrid (virtual theory + on-site practicum).
- Module durations: A (2–3 h), B (3–4 h), C (2 h), D (2–3 h).

- Delivery modes: on-site classroom with shop-floor practicums; virtual for theory; multi-wave rollouts to reach all crews without impacting throughput.
- Cohorts of 12–18 participants; bilingual materials and interpreters available; scheduling aligned to shift patterns and permit availability.

Methodology

A modular, manufacturing-focused approach that blends classroom, simulations, and live shop-floor observations, integrated with ISO 45001 and site permits/SOPs.

Phase	Objective	Duration / Deliverable
Pre-delivery Scoping & Customisation	Review SOPs, risk assessments, LOTO procedures, permit-to-work, and any existing BBS cards to tailor scenarios and checklists.	Tailored observation cards and site-specific checklists.
Module A: Behavioural Foundations	Introduce ABC model; clarify behaviours vs. conditions; define “critical behaviours” for common factory risks.	2–3 hours; shared vocabulary and baseline understanding.
Module B: Observation & Coaching	Practice short, respectful observations; give constructive, multilingual feedback; reinforce safe actions; fit cycles to takt time.	3–4 hours; coached role plays and observation practice.
Module C: Data & KPIs	Define behavioural KPIs; trend observation data; link leading indicators to ISO 45001 dashboards and tier meetings.	2 hours; KPI set and integration approach.
Module D: Shop-Floor Practicum	Run live observations; capture data; coach peers; debrief outcomes; identify quick wins and remove barriers.	2–3 hours; practicum results and immediate actions.
Operational Integration	Embed 5–10 minute cycles into shift handovers, gemba walks, and contractor onboarding; align with LOTO and machine safety standards.	Ongoing practice; visible leadership and positive reinforcement.
Sustainment & Train-the-Trainer	Enable supervisors to sustain observations; run multi-wave rollouts; apply simple analytics for trend tracking.	Internal capability, standard coaching scripts, and observation routines.
Assessment & Certification	Knowledge checks, live observation assessment, coaching demonstrations, and action planning.	NPM certificate of completion (hours and unique ID); employer retains statutory/client sign-off.