

WINNING LEADERS HEARTS AND MINDS

BEHAVIOURAL-BASED SAFETY – STARTING AT THE TOP ALIGNING, ENGAGING AND GIVING THE SKILLS TO RAPIDLY SHIFT SAFETY CULTURE AND PERFORMANCE

BTS safety – What is behavioural based safety?

It is a busy day in despatch. As you are passing through the loading bay you observe a team member about to lift a large box from the floor to the back of a truck. You notice on the side of the box that that it weighs 28kg.....

What happens next? This is where safety lives in our workplaces, at a behavioural interaction level between people. A behavioural-based approach to safety has a sharp focus on those tangible, observable actions that employees take. Importantly research would also suggest that it is unsafe behaviours that are the primary cause (some say up to 96%) of all injuries and accidents.

Our behaviour-based approach also deeply appreciates the role of your leaders at every level and their role in modelling and setting the standard for safety. Only then can we win the hearts and minds of all employees and ensure that they make the right decisions and are able to finish each day safely.

Whilst a robust Safety Management System is a critical part of the puzzle it is in the behaviours where we see that safety is in the hearts and the minds of all employees.

What do we deliver?

Step 1: Senior Leaders

Leaders set the pace and the standard on safety. After an initial assessment we work with your senior leaders to build awareness, face your current reality and then define the path to success. This ensures both the cultural alignment ownership of this change in culture is in the right place.



Once we have clearly articulated key steps, milestones and outcomes we create a execution plan for consideration and action

Step 2: Leaders – create impact and build a safety coaching culture

Customised experiential Behaviour based safety leadership workshops:



- Challenge leaders to think & act differently
- Build a common language
- Deliver a set of skills so that leaders can engage with their team and talk with them about safety

Step 3: Measure and assess

BTS draws on its proven methodology of using interactive engaging learning maps to ensure that all learners are equipped with a set of skills to be able to immediately put into action behavioural based safety. These tools and methods allow leaders to immediately take control of their own safety performance.

Behavioural based safety delivers to you:

- A culture with a sharp focus on improvement in relation to safety behaviours and performance
- Proven methodology to follow for leaders to engage with their team members to positively reinforce and gain commitment to acting safely.
- Proactive mindset in all leaders so that they have a clear accountability for their own and their teams safety
- A climate that enables ‘truth telling’ at all levels of leadership. This allows discussion openly without blame all near missed and injuries



BTS has a dedicated team of safety professionals who can assist in creating a sustainable step change in safety culture and performance

“BTS ability to understand our current culture and work with us to not only achieve our desired future culture but to help overcome so significant skill & behavioural barriers along the way has been nothing short of impressive”.

“We have achieved a rapid deployment of a significant cultural shift through the combination of a customised experience about our business, delivered through experiential learning by passionate safety professionals who have first hand operational experience”.

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