

Culture, Behaviour and Competency

Purpose

The purpose of this module is to provide the theory and practice that underpins safety culture and related workplace behaviour, as well as managing competency. It aims to promote consideration, discussion and evaluation of the inter-connection between culture, behaviour and competency and their relative importance within the workplace. The module promotes the application of this knowledge in workplace situations and highlights the importance of the topic in the field of risk and safety management.

At the end of the course you will be able to

1. Determine and justify the elements of, and requirements for, competency management and evaluate the relationship between competency, training and resourcing
2. Critically review the importance of culture and behaviour in the workplace
3. Demonstrate how culture, behaviour and competency can be successfully managed in the workplace.

Outline content

Competency management

- Why competency should be managed
- Determining competencies
- Competency management process
- The need for organisational change management

Training and resourcing

Organisational culture

- Organisational culture models and 'Just' culture
- Measuring and improving organisational culture

Human behaviour

- Human error and violations
- Human behaviour, motivation, attitudes, coaching, communication
- Behavioural safety
- Cultural and behavioural tools

Organisational change management

Examples of major accidents / accident causes

Recommended prior study

Education, skills or experience equivalent to undergraduate level

Risktec modules: *Principles of Risk Management; HSE Management Systems*

Who should attend

Managers, HSE advisors and risk management practitioners.

Delivery Methods

Face-to-face, Distance Learning, or Blended Learning

Levels of Assessment

- Attendance only
- Assessment by Risktec
- Risktec Professional Qualifications
- Postgraduate Qualifications: PgCert, PgDip and MSc

Assessment details

Postgraduate programmes: activities and assignment (total about 80 hours)

RPQ programmes: assignment (about 15 hours)

Module details

Level	Masters/RPQ
Duration	2 days (F2F), 8 weeks (Postgraduate or RPQ DL)

Price

For prices and further information, or to book a course, please contact **Vicky Billingham** at training@risktec.tuv.com

Contact

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