Workplace Violence Prevention Strategies Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Workplace violence is an escalating global concern impacting employee safety, organizational productivity, and brand reputation. Workplace Violence Prevention Strategies Training Course is designed to equip organizations with advanced risk mitigation frameworks, threat detection capabilities, and proactive intervention strategies aligned with modern Occupational Safety and Health standards, behavioral science, and crisis management best practices. The course emphasizes early warning indicators, behavioral threat assessment, de-escalation techniques, and emergency response readiness, ensuring workplaces remain secure, resilient, and psychologically safe.

In today's complex work environments driven by hybrid work, increased public interaction, and rising psychosocial stressors organizations must adopt a structured approach to violence prevention, insider threat detection, conflict resolution, and emergency preparedness planning. This training integrates real-world case studies, scenario-based simulations, and intelligence-led security practices to help organizations build a strong culture of workplace safety, situational awareness, and zero-tolerance violence prevention frameworks. Participants will gain actionable skills to identify risks early, intervene appropriately, and respond effectively to critical incidents.

Programme Curriculum

Workplace Violence Prevention Strategies Training Course

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Course Duration

5 days

Course Objectives

1. Develop workplace violence prevention strategies aligned with global safety standards
2. Implement behavioral threat assessment (BTAM) frameworks for early detection
3. Strengthen de-escalation techniques and conflict resolution skills
4. Build crisis response and emergency preparedness systems
5. Enhance situational awareness and risk identification capabilities
6. Establish psychological safety and workplace wellbeing culture
7. Design effective incident reporting and escalation protocols
8. Reduce insider threat risks and employee misconduct incidents
9. Apply active shooter preparedness and response planning
10. Improve organizational security policies and compliance systems
11. Integrate violence risk mitigation and prevention analytics
12. Strengthen communication strategies during workplace crises
13. Foster a zero-harm and zero-violence organizational mindset

Target Audience

1. HR Managers and HR Business Partners
2. Security Officers and Corporate Security Teams
3. Health & Safety (HSE/OSH) Professionals
4. Team Leaders, Supervisors, and Line Managers
5. Corporate Executives and Decision Makers
6. Facility and Operations Managers
7. Risk Management and Compliance Officers
8. Educational Institution Administrators & Campus Security Teams

Course Modules

Module 1: Foundations of Workplace Violence Prevention

- Understanding types of workplace violence (Type I–IV)
- Global trends in occupational violence and risk patterns
- Legal and compliance frameworks (OSHA-style guidelines)
- Organizational responsibility and duty of care principles

- Risk factors in modern hybrid workplaces
- **Case Study:** Analysis of workplace escalation incidents in customer-facing industries and prevention breakdowns

Module 2: Behavioral Threat Assessment (BTAM)

- Identifying pre-incident behavioral indicators
- Structured threat assessment models
- Monitoring high-risk behavioral patterns
- Data-driven risk evaluation techniques
- Multidisciplinary threat management teams
- **Case Study:** Prevented workplace attack through early behavioral detection and HR intervention

Module 3: De-escalation & Conflict Management

- Verbal and non-verbal de-escalation techniques
- Managing aggressive or volatile individuals
- Emotional intelligence in conflict resolution
- Communication under high-stress situations
- Safe disengagement strategies
- **Case Study:** De-escalation success in retail environment preventing physical assault

Module 4: Active Shooter & Critical Incident Response

- Active shooter preparedness protocols
- Run-hide-fight response model
- Emergency communication systems
- Evacuation and lockdown procedures
- Coordination with law enforcement
- **Case Study:** Corporate office rapid evacuation minimizing casualties during armed intrusion

Module 5: Workplace Risk Assessment & Hazard Identification

- Identifying environmental and psychosocial hazards
- Risk mapping and vulnerability assessment
- Workplace layout and security design considerations
- Employee behavior risk profiling
- Preventive control implementation
- **Case Study:** Manufacturing facility redesign reducing internal violence incidents

Module 6: Reporting Systems & Incident Management

- Designing anonymous reporting channels
- Incident documentation and escalation workflows
- Digital reporting tools and AI monitoring systems
- Investigative procedures and evidence handling
- Continuous improvement feedback loops
- **Case Study:** Whistleblowing system uncovering repeated harassment behavior early

Module 7: Organizational Culture & Psychological Safety

- Building a violence-free workplace culture

- Psychological safety frameworks
- Leadership accountability in safety enforcement
- Stress, burnout, and aggression correlation
- Employee engagement and trust building
- **Case Study:** Corporate culture transformation reducing HR conflict complaints by 60%

Module 8: Crisis Communication & Post-Incident Recovery

- Internal and external communication protocols
- Media and reputation management during crises
- Post-incident counseling and trauma support
- Business continuity planning
- Organizational recovery strategies
- **Case Study:** Global firm managing reputation after workplace violence incident through structured crisis communication

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
21 Sep 2026	25 Sep 2026	Online	$1,000
21 Sep 2026	25 Sep 2026	Physical	$1,500
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0

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