JUPITER PRIME

Consulting • Training • Advisory

جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

Organisational Behaviour Management Strategies Training Course

28 June – 2 July 2027
Barcelona

Organisational Behaviour Management Strategies Training Course

Ref: 3235_123126 **Date:** 28 June – 2 July 2027 **Location:** Barcelona **Fees:** 5600 GBP

Organisational Behaviour Management Strategies is a 1-week training course for operations managers, supervisors and performance improvement leads who want to change what people actually do at work, and it ends with each participant drafting a behaviour improvement plan for one team. Results depend on observable actions repeated every shift, so organisations that shape those actions deliberately close performance gaps faster. Jupiter Prime Training places Organisational Behaviour Management Strategies at the centre of applied performance improvement.

Why Organisational Behaviour Management Strategies Matters Now

Two forces push behaviour to the front of performance work. Dispersed and shift-based workforces make supervision by presence harder, so expectations must be pinned to clear, countable actions. Employees also expect fair, frequent recognition rather than annual verdicts. An organisation that handles this well sees safer, steadier and more reliable work; one that handles it badly relies on blame and short-lived campaigns. The course rests on applied behaviour analysis and the antecedent, behaviour and consequence sequence, described in plain working terms.

Who Gains Most from Organisational Behaviour Management Strategies

- Operations leaders responsible for output, quality and reliability
- Supervisors who set daily expectations, observe work and give feedback on the spot
- Performance improvement specialists who diagnose gaps and design corrective interventions
- Safety and quality coordinators who track at-risk and precision behaviours
- People partners who shape recognition schemes, coaching routines and team agreements

Operating units gain most when a manager, two supervisors and an improvement specialist attend together.

Organisational Behaviour Management Strategies Capabilities

Participants move from describing attitudes to specifying, counting and reshaping the actions that drive a measure.

- Specify pinpointed target behaviours linked to an operational result — line managers setting priorities
- Analyse antecedents and consequences that sustain current performance — supervisors choosing where to intervene
- Design observation sheets and behaviour charts that track change over time — improvement leads judging progress
- Build feedback and recognition routines that strengthen desired actions — team members and their supervisors
- Weigh intervention options by effort, fairness and likely effect — operations heads approving changes
- Communicate a behaviour improvement case with evidence from the floor — senior managers allocating support

Key Organisational Behaviour Management Strategies Terms

- Pinpoint — a behaviour described so precisely that two observers would agree whether it happened and how often.
- Antecedent — anything before a behaviour that prompts it, such as an instruction, a checklist, a cue or a goal.
- Consequence — what follows a behaviour and makes it more or less likely to be repeated in future.
- Positive reinforcement — adding something valued after a behaviour so that the behaviour occurs more often.
- Baseline — the measured rate of a behaviour before any intervention, used to judge later change.
- Behaviour chart — a simple graph plotting the frequency or percentage of a pinpointed behaviour over successive periods.

Organisational Behaviour Management Strategies Day by Day

Day 1: Performance Seen Through Behaviour

- Results Versus Behaviours Distinction — Where Managers Focus Daily Attention
- Applied Behaviour Analysis at Work — Choosing Evidence Over Assumed Attitudes
- Pinpointing Target Behaviours — Agreeing Exactly What Good Work Looks Like
- Behaviour Gap Diagnosis — Separating Skill Problems From Motivation Problems
- Value Chain of Key Behaviours — Selecting Actions With Most Operational Impact

Day 2: Before and After the Behaviour

- Antecedent Audit of Instructions and Cues — Removing Unclear Prompts on Shift
- Consequence Analysis Grid — Seeing Why Unsafe Shortcuts Keep Winning
- Immediate Versus Delayed Consequences — Judging Which Outcomes Actually Steer Action
- Punishment and Extinction Effects — Weighing Hidden Costs of Correction
- Workplace Environment Redesign — Making the Desired Action the Easy Action

Day 3: Measuring What People Do

- Observation Sampling Methods — Balancing Accuracy Against Supervisor Time
- Baseline Recording and Interobserver Agreement — Trusting the Behaviour Count
- Behaviour Charts and Trend Reading — Deciding When Change Is Real
- Self-Monitoring Checklists for Teams — Sharing Ownership of the Measure
- Linking Behaviour Counts to Unit Results — Proving the Pinpoint Matters

Day 4: Feedback, Recognition and Intervention Design

- Performance Feedback Formats and Timing — Choosing Verbal, Graphic or Posted Feedback
- Recognition Systems Beyond Money — Matching Reinforcers to Team Preferences
- Goal Setting With Behavioural Targets — Setting Stretch Without Fear
- Intervention Package Selection — Combining Prompts, Feedback and Recognition Fairly
- Ethics and Consent in Behaviour Change — Protecting Dignity and Trust

Day 5: Practising the Behaviour Improvement Plan

- Sector Case Comparison in Manufacturing and Healthcare — Testing Earlier Methods
- Applying Pinpoints and Consequence Grids to a Live Problem — Choosing the Focus
- Applying Measurement and Charting Choices — Planning the Evidence Trail
- Sustaining Change Across Shifts and Teams — Fading Support Without Relapse
- Behaviour Improvement Plan Drafting — Presenting One Team Plan for Approval

Applying Organisational Behaviour Management Strategies After the Course

- Run a two-week baseline count of one pinpointed behaviour in a chosen team on a behaviour chart.
- Introduce a daily feedback and recognition routine for that behaviour and review the chart weekly.

Organisational Behaviour Management Strategies Questions FAQ

What are Organisational Behaviour Management Strategies and why do they matter now?

They are methods for improving performance by changing specific, observable workplace actions. They matter now because dispersed teams and expectations of fair recognition make precise behaviour targets more useful than appeals to attitude.

Which roles gain most from Organisational Behaviour Management Strategies?

Operations managers, supervisors and performance improvement leads gain most. You set expectations and decide consequences daily, so a shared method turns those choices into consistent improvement.

How does Organisational Behaviour Management Strategies differ from a culture or leadership course?

It works at the level of single, countable actions rather than values or leadership style. It specifies what people do, measures it and redesigns prompts and consequences until the measure moves.

What do you bring back from Organisational Behaviour Management Strategies training?

You bring back a drafted plan for one team. It names the pinpointed behaviour, its baseline, the prompts and consequences to change and the chart that shows whether change holds.

Organisational Behaviour Management Strategies: The Way Forward

The behaviour improvement plan gives an operating unit one agreed behaviour to change and the evidence to judge it. Its first decision is which pinpoint deserves attention this quarter. Supervisors use it daily, managers use it to allocate support, and after the first cycle the consequence analysis deserves a second look.