

DEVELOPING PSYCHOLOGICAL SAFETY

WORKSHOP

Psychological safety refers to a shared belief held by members of a team that the team is safe for interpersonal risk-taking.

Research shows that if you want to create teams capable of innovating you need diversity. But diversity, per se, is not enough. Without psychological safety, individuals may be reluctant to speak up and you may miss out on breakthrough ideas, learning from mistakes, and the raising of valid concerns or red flags. By creating a team climate that reduces the interpersonal risks of speaking up, the team will be rewarded with better decisions, creative collaboration, motivated members, and improved performance.

Our developing psychological safety workshops transfer techniques for developing psychological safety and a speak-up culture. Topics include:

- Defining psychological safety
- Business benefits
- Diversity, inclusion and psychological safety
- Leadership behaviours for developing psychologically safe workplaces
- Tracking success

For more information regarding our services and capabilities, please contact us +61 2 8292 9481 or info@cultureplusconsulting.com

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LEARNING OUTCOMES

- Understanding of psychological safety and its importance for inclusion
- Knowledge of the business benefits of psychological safety
- Awareness of the the role of leaders in fostering psychological safety
- Best practices for nurturing psychological safety in diverse settings
- Knowledge of formal measurement tools for tracking success
- Increased willingness to implement and promote group processes that encourage contributions from diverse team members
- Increased desire to work with people with diverse backgrounds
- Enhanced openness to novel ideas and different perspectives

BUSINESS BENEFITS

By fostering an environment where individuals from diverse backgrounds feel safe to express novel ideas and to challenge the status quo, psychological safety contributes to:

- Enhanced problem solving
- Improved judgement and decision-making
- Increased innovation
- Better risk management

APPROACH

Consistent with research on adult learning, we believe that the best learning outcomes result when participants engage holistically with program content. All Include-Empower.Com learning and development programs incorporate experiential learning techniques, including opportunities to reflect on and apply learnings to the real-life challenges facing participants.

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