COURSE TITLE:

Safe to Speak Up: Creating Psychological Safety for High Performing Teams

Psychological safety is more than a buzzword; it's a prerequisite for high-functioning teams to communicate effectively, embrace a growth mindset, and take the calculated risks needed for innovation. Equip your teams with the skills needed to create an environment where individuals are empowered to speak up, and as a result, teams win big.





OBJECTIVES



DESCRIPTION

It's one thing to say that everyone is encouraged to participate and speak freely at work. It's another thing to create the environment where all members of the team feel safe to do so. Businesses can't grow without taking risks and learning from mistakes - so it's imperative that your teams operate in a climate that encourages and supports all members in doing so.

Creating a psychologically safe environment requires intentional trust-building, and results in more empathy, curiosity, and active participation in creation and feedback. This session will equip learners with a research-based understanding of why psychological safety is increasingly important in today's workplace, will allow them to explore their current team norms, and will provide them with tools and tactics to begin building psychological safety immediately and ongoing.



DEFINE

Define psychological safety and understand its impact on your team and business



EXAMINE

Examine existing norms and identify whether they create an experience of safety or fear



APPLY

Apply techniques that build trust and support collaboration - especially during times of change



PRACTICE

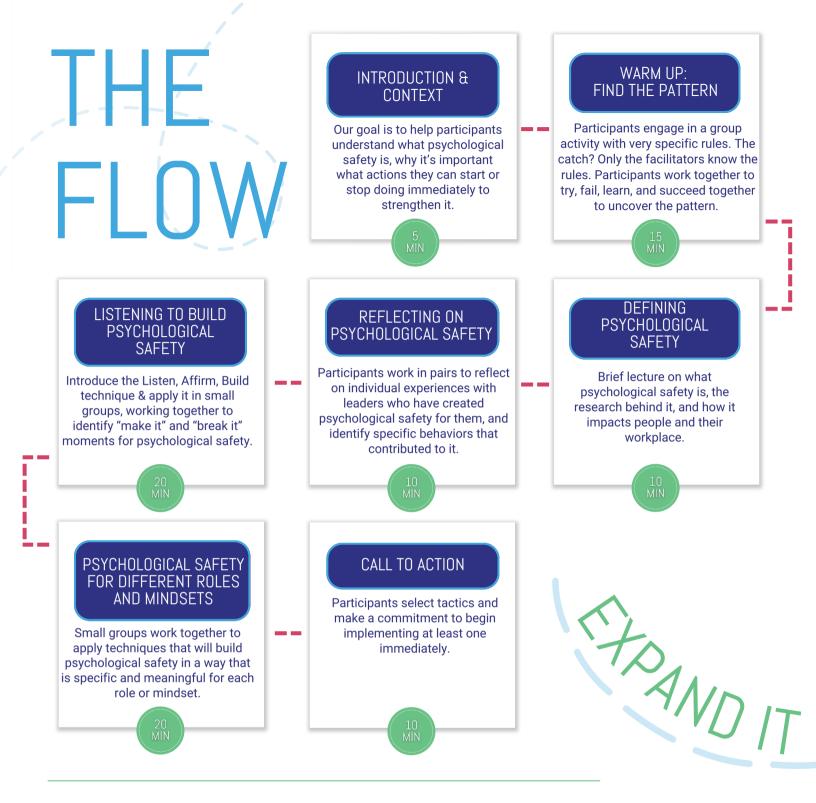
Practice taking risks and providing feedback in a strategic and supportive manner



COMMIT

Commit to implementing new behaviors and practices that will build psychological safety across the team





- <u>Problem Solving Challenge:</u> Extend the session to <u>2 hours</u> and include a collaborative activity that will
 challenge participants to create psychological safety for one another while they work towards a
 common- but moving target in devising and pitching a hypothetical new product.
- <u>Foundations for Inclusive Collaboration:</u> Take your team's new skills to the next level and begin utilizing that psychological safety to support and drive successful collaboration.
- Growth Mindset: Learn how teams that have the right environment to safely take risks and share
 mistakes can push their individual and team development even further by embracing a growth
 mindset.

