

Psychological Safety & Resilience Workshop Overview

This workshop is suitable for all levels from the most junior colleagues to senior executives. From experience of both psychologically safe and unsafe organisations, we use insights and anecdotes to bring the subject to life. By the end of the workshop, your organisation will be more confident in being able to:

- Improve staff engagement
- Obtain higher retention rates
- Generate enhanced innovation and creativity
- Support better problem solving
- Release discretionary effort which supports higher performance
- Improve team dynamics
- Increase your staff's ability to adapt to change
- Promote a positive, inclusive and diverse workforce

Our experience in educating others in psychological safety has led to genuine 'lightbulb moments' in delegates and fundamental changes to organisations and how they engage with staff. Turnover costs, healthcare expenses and productivity losses associated with stress and burnout are all reduced. Long term benefits of increased revenue and profitability due to the positive impact on innovation, problem solving and team dynamics directly lead to increased revenue and profitability.

Psychological Safety

The theory of psychological safety as developed by Prof Amy Edmondson and the research into team performance by Google, "Project Aristotle" are explored. The five most important factors to achieving high team performance are discussed and how they apply to your organisation.

How to generate psychological safety, myth busting and the benefits of achieving it are covered in depth with a self-assessment for determining the level of psychological safety in the organisation / within teams. The relationship of psychological safety and performance standards is illustrated.

Delegates are introduced to ISO 45003, Psychological Health and Safety; an identification of recognised psychosocial hazards. Ways these hazards may manifest themselves are explored and different levels of risk management are discussed.

The Ten Components of a Thinking Environment

To support the development of psychological safety in organisations, knowing how to engage with each other is of fundamental importance. The work by Nancy Kline in determining how best to communicate with each other provides an effective framework to be able to identify solutions to the identified problems, maximising the efficiency of meetings and workplace interactions.

Relational resilience

Significant international research exists on how to improve personal resilience. We focus on 'relational resilience' as we support the research conducted by Harvard Business School in determining that other people are key to developing your own personal resilience. Resilience for everyone is enabled through strong relationships and networks. Positive relationships are key to building resilience, well-being, and professional success with increased productivity. Delegates identify sources of relational resilience, as a key part of their resilience journey.

Aftercare

Delegates are provided with a soft copy summary of the workshop by email for them to refer to. Also included in the workshop is email aftercare for delegates. All who attend are welcome to email us following the workshop should they have any questions or queries.