

## Psychological Safety for Leaders

### Overview

Psychological safety at work is "*The belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk taking*" - Edmondson, 1999

Our Psychological Safety Masterclass will educate, up-skill and empower your leaders to cultivate and maintain a culture of optimal safety in their teams and wider organisation.

**Aims:** To help leaders and managers understand the importance of psychological safety and support it in their teams.

### Objectives

**By the end of this session, the participants should be able to:**

- Identify what psychological safety is and why it is important
- Pinpoint the things that undermine psychological safety
- Analyse the factors that drive psychological safety
- Start to develop a strategy to support psychological safety in their team

### Outline

This course is structured into four parts, which correspond to the learning objectives.

- **Part 1** - Focuses on what psychological safety is and why it is important (this includes a definition, what psychological safety entails, the difference between psychological safety and some related concepts and the issue of failure).
- **Part 2** - What undermines psychological safety, i.e. why people might be unwilling to speak up.
- **Part 3** - We encourage participants to reflect on what drives psychological safety, so what makes people feel comfortable to speak up. This covers the four stages of psychological safety (Inclusion Safety; Learner Safety; Contributor Safety; Challenger Safety)
- **Part 4** - We share and discuss tips and ideas on what a leader can do to promote psychological safety in their team and guide the participants toward drawing an action plan.

**Level:** Open level. Suitable for those who have no knowledge of psychological safety and those who would like to refresh their previous knowledge.

**Time:** Half a day (3.5-4.5 hours)

**Additional Recommendations for Delivery:** We recommend we facilitate a 2 follow up session at least 2 weeks after the initial half day course, to consolidate learning and reflect on how learners have put their skills into action.

# Core Skill Development

## Psychological Safety for Leaders



### Tailoring Options:

- We can tailor this course to meet your needs
- We recommend incorporating sign-posting to other courses, support and resources to make this course more impactful
- We can deliver this course to non-leader/management as an "Introduction to Psychological Safety"

### Our Facilitators:

- We will work with you to find the best facilitator to fit your delivery needs
- All of our facilitators are experienced trainers with an understanding of trauma-informed delivery
- If our trainers are delivering a topic that is for leaders/management, they will have experience of being a leader/ manager over their career

### Related Courses

- Active Listening Skills
- Conflict Management
- Managing Virtual Teams and Hybrid Working
- Mental Health Awareness for Managers
- Supporting Someone in Distress
- Mindfulness at Work for Busy People
- Management Excellence Course (2 day course delivered by one of our HR Specialist Facilitators)
- Developing Social and Emotional Intelligence
- Promoting Positive Mental Wellbeing at Work
- Assertive Communication Skills
- Cultivating Resilience at Work
- Strengths-based Leadership
- Inclusive Leadership Training
- Coaching Skills for Leaders
- The Power of Play at Work
- Managing Uncertainty and Cultivating Growth
- Preventing and Overcoming Burnout
- Action Learning Sets for Problem Solving and Growth

### Train the Trainer Programs

- If you'd like to explore options for delivering our content to your organisation in a more sustainable way, with your own team as facilitators, ask us about our tailorable Train the Trainer packages.

We can support you to develop a robust leadership skills training programme, contact us on [info@itsaplayground.org](mailto:info@itsaplayground.org) now to book in a free consultation meeting to explore options.



*It's a State Of Mind*  
Mental . Physical . Social

**IN THE PLAYGROUND, WE'RE TAUGHT TO EXPLORE,  
ADVENTURE, EXPERIMENT AND LEARN.**

**WE'RE ENCOURAGED TO BE ACTIVE, CONNECT AND  
SHARE.**

**LIVE YOUR BEST LIFE...  
CREATE YOUR OWN PLAYGROUND**

**WE'RE PASSIONATE ABOUT ENSURING YOU HAVE THE RIGHT TOOLS AND KNOWLEDGE TO LOOK  
AFTER YOUR PHYSICAL, SOCIAL & MENTAL HEALTH AND WELLBEING, SO THAT YOU CAN MAINTAIN  
AN "IT'S A PLAYGROUND" STATE OF MIND.**

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