

CREATING A CULTURE
WHERE EMPLOYEES
FEEL COMFORTABLE TO
EXPRESS THEIR
OPINIONS, ADMIT
MISTAKES, AND
SUGGEST
IMPROVEMENTS IS A KEY
DRIVER OF BUSINESS
SUCCESS



Do your employees feel safe when speaking up, or are they penalized?

Psychological safety in the workplace is a relatively new concept in business leadership. Having a psychologically safe environment means that employees feel able to voice their opinions without fear of reprisal.

Creating psychological safety is the work of leaders and begins with top leadership. In a psychologically safe environment, all team members have equal rights to express themselves, regardless of their position, rank, or job title. A leader must drive psychological safety, but if they cannot do that, it is unlikely the team will develop it independently.

Psychological safety encourages employees to develop a learning culture in the workplace. Staff are encouraged to learn and develop and see errors, problems, and constructive feedback as learning opportunities rather than setbacks.

Psychological safety is even more important in a volatile, uncertain, complex, and ambiguous world today. Creating a learning culture helps an organization to be more flexible, adaptable, and innovative.

AN INVESTMENT IN YOUR EMPLOYEES:



Increases
Performance



Retains
Talent



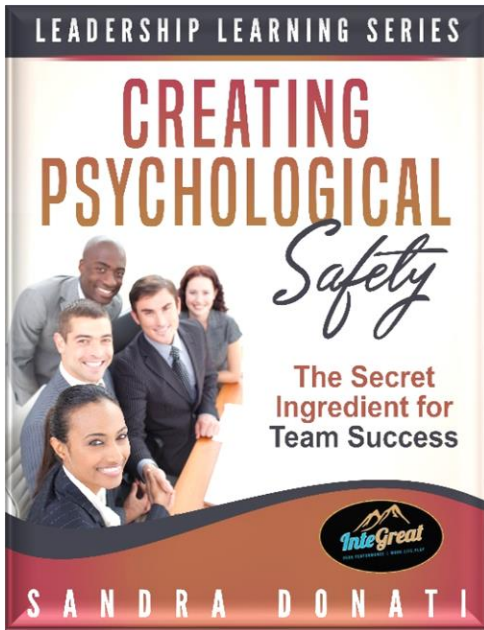
Drives Creativity
& Innovation



Creates better
Collaboration



Workshop Handbook



WHO SHOULD ATTEND?

Managers
Supervisors
Team Leaders
Individual Contributors



Creating Psychological Safety at Work Workshop will teach participants the importance of psychological safety at work and why a learning organization drives exceptional business results.

Implement my creating psychological safety at work workshop today. I have designed engaging participant materials, discussions, and learning activities that teach participants the following key concepts:

- Identify what psychological safety is and why it's important.
- Pinpoint the things that undermine psychological safety.
- Understand the difference between psychological safety and other related concepts such as trust.
- Analyze the factors that drive psychological safety.
- Start to develop a strategy to support psychological safety in your team.
- Create a psychological safety action plan.

After the workshop, participants will have a clearer understanding of things that undermine psychological safety, things that encourage it, and strategies that leaders can adopt to drive psychological safety in their team.

READY TO GET STARTED?

Here's how to implement a successful communication initiative workshop in three easy steps:

1. Decide – I'll help you decide who gets the training and why.
2. Prepare – I will customize your workshop to exceed your expectations.
3. Deliver – I will deliver the training in a fun and engaging way that will help make the learning stick.

Sandra Donati, EdS, is a faculty member at American University's School of Public Affairs where she teaches graduate level courses in public management and policy. Sandra is the President, InteGreat Peak Performance. Work. Life. Play. LLC, specializing in organizational leadership development, employee engagement, change management, consulting and coaching with over 700 coaching hours. Prior to her retirement in 2018, Sandra was the Provost, Leadership Academy at the Pentagon Force Protection Agency (PFPA) responsible for the design and launch of the leadership academy in 2014. Her work at PFPA focused on leading change in a complex environment and teaching all levels of PFPA leaders from her Aspiring Leader Program, Leadership in Police Organizations Program, and executive level development program where she taught and graduated over 200 students.

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