# Psychological Safety Workshop



www.inclusivegroup.co.uk

### Introduction

Workplace culture has climbed the strategic and regulatory agenda in recent years, with a particular focus on psychological safety and the importance of speak up, listen up cultures. Studies show that psychological safety not only leads to a reduction in risk, but increased creativity, innovation and performance - in short, it's the key to unlocking diversity of thought.

In a psychologically safe workplace, individuals feel able to raise alternative viewpoints, offer new ideas, admit mistakes or challenge exclusionary behaviour without fear of embarrassment or reprisal. But a number of barriers stand in the way of speaking up - from a fear of embarrassment or reprisal to a concern that organisations, leaders and managers are not ready or willing to listen.

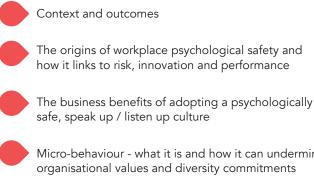
## **Our Solution**

**Key Objectives** 

Our engaging and interactive 90 minute virtual workshop quickly gets to the heart of the issues. We explore how the concept of workplace psychological safety has evolved, why a culture of fear can stand the way of true inclusion and the practical steps leaders and teams can take to foster psychological safety - from inviting alternative perspectives to empowering colleagues to call-out or call-in poor behaviour.

# Deepen your knowledge of the changing DEI landscape and its impact on our tolerance and thresholds Learn about the concept of psychological safety and how it has evolved Understand the danger of cultures of fear and blame and the impact of psychological safety on organisational culture Explore the importance of speaking up and listening up to foster inclusivity and counteract bias Discover the barriers to speaking up in the workplace and how to overcome them Reflect on the practical steps required to create psychological safety in your organisation or team

### Content



Micro-behaviour - what it is and how it can undermine organisational values and diversity commitments



Psychological Safety checklist



Practical tools to speak up, listen up and empower others to do the same



Personal reflections, actions and next steps

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Despite the embrace of a hybrid model, most organizations have only begun to think through and articulate the specifics of how to carry out a more permanent mix of remote and on-site working for all roles that aren't essential to perform on-site. Many of their employees are feeling anxious as a result. The sustainability of pandemic-style productivity gains might well depend on how organizational leaders address the anxiety their employees feel—and the associated levels of burnout.

What Executives are Saying About the Future of Hybrid Work, McKinsey

#### Working with Inclusive Group

Inclusive Group will work with you to tailor the workshop to your context. This involves a 45-minute discovery meeting where we will explore:

- The background to flexible working / hybrid working in your organisation including policy / guidelines for hybrid working
- An overview of the participant group(s) roles, functions, methods of working, outcomes, learning preferences etc.
- Specific scenarios / examples relevant to your participants that we can explore during the workshop
- Anything else pertaining to the successful delivery of the workshop.

#### Assumptions

- Virtual delivery via Zoom or Teams
- Suitable for up to 16 participants
- This workshop best suits organisations that have implemented previous training on inclusive behaviours or inclusive leadership for their participant groups. Please contact us to discuss how it might complement and extend your previous and current EDI activity.

#### Follow-Up

Talk to us about learning to deepen understanding on this topic, such as empathic listening and how to create 'speak-up' cultures.