

Psychological Safety Workshop



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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

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.

Key Objectives

- 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

- Context and outcomes
- The origins of workplace psychological safety and how it links to risk, innovation and performance
- The business benefits of adopting a psychologically safe, speak up / listen up culture
- 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



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.