

FULL DAY WORKSHOP: HOW TO CREATE PSYCHOLOGICAL SAFETY IN THE WORKPLACE AND BEYOND

BASED ON ORIGINAL HAPPYSANDPIT RESEARCH



FACE
TO
FACE



MON, JUL 15, 2024
09H00 - 16H00
(CAPE TOWN
VENUE TBC)



LEADERS AND
MANAGERS OF
CULTURE

FACILITATOR:
COLIN J BROWNE
FOUNDER: **HAPPYSANDPIT**

TICKETS COST **ZAR 3950 (Ex VAT)** PER PARTICIPANT

In this rapidly changing world, where innovation and collaboration are key, creating a workplace where every voice is heard and valued is more important than ever.

Psychological safety is the bedrock of effective teamwork and organizational success. It's not just a trendy term—it's the cornerstone of creating an environment where every team member feels valued, respected, and empowered to contribute their ideas and opinions without fear of judgment or reprisal. When team members feel psychologically safe, they're more likely to communicate openly, collaborate effectively, and take risks, ultimately leading to higher levels of innovation, productivity, and satisfaction.

Research consistently shows that teams with high levels of psychological safety outperform their counterparts. They're better equipped to navigate challenges, adapt to change, and achieve their goals.

In this workshop, we'll embark on a journey to explore practical strategies and techniques for fostering psychological safety within your teams. We'll discuss the importance of psychological safety, its impact on team dynamics and organisational success, and actionable steps you can take as a manager to cultivate a culture of trust, openness, and collaboration within your teams.

By the end of this workshop, you'll have the tools and knowledge to create environments where everyone feels valued, heard, and supported.

LEARNING OUTCOMES

Participants of this workshop will gain practical skills and strategies to create psychologically safe environments within their teams. They'll enhance communication and build trust, leading to increased innovation, productivity, and engagement, contributing to organisational success.

CONTENTS

During this highly interactive workshop, we'll go deep into the mechanisms of Psychological Safety both within and outside of the workplace, creating clarity and understanding about how it works, why it is important, and what to do about it.

The overarching topics we will cover are the following, with case studies and narrative for each, to increase comprehension and competency.

- (1) Introduction to Psychological Safety
- (2) Understanding the Manager's Role
- (3) Creating a Foundation of Trust
- (4) Effective Communication for Psychological Safety
- (5) Embracing Vulnerability
- (6) Responding to Failure and Mistakes
- (7) Encouraging Inclusivity and Diversity
- (8) Building Resilience
- (9) Action Planning

Workshop comes with workbook including full deck of content to refer to later.

