

Psychological Safety Essentials - Virtual

*Cultivating the conditions for
trust and innovation in the workplace.*



A Virtual Offering from the Pioneer and Leader in
Transforming Workplace Cultures

PURPOSE

Psychological Safety Essentials – Virtual

PARTICIPANTS WILL:

- ✓ Understand the impact of psychological safety on group learning, team innovation and employee engagement.
- ✓ Learn practical methods and tools to operationalize psychological safety principles with workplace teams.
- ✓ Learn to notice how psychological safety appears in the workplace and develop skills to increase open communication.
- ✓ Acquire an advanced understanding of interpersonal group norms and their impact on team performance.
- ✓ Develop self-awareness about one's own leadership behavior and its impact on creating positive culture change.
- ✓ Receive a Psychological Safety Observation and Progress Journal™ for continued personal development.

WHY PSYCHOLOGICAL SAFETY?

Emerging research confirms that organizational effectiveness is impacted greatly by whether employees share the belief that it is safe to articulate a new or different idea, or to express disagreement with their peers and bosses. When employees feel *psychologically safe*, they are motivated to improve their team or company.

BEYOND THEORY TO PRACTICAL METHODS

With 30 years experience in guiding successful culture change initiatives, CCC builds on its proven principles of transforming organizational cultures and group norms with new tools to help leaders create the conditions that foster trust and innovation. This offering enables leaders to learn practical techniques to cultivate *psychological safety* in their teams or organizations, giving employees a voice to reduce error and maximize their contributions to their work team.

A CUSTOMIZED VIRTUAL EVENT

- ✓ Series of four 2-hour modules
- ✓ Virtual group exercise breakout sessions
- ✓ Workshop materials will be provided prior to modules



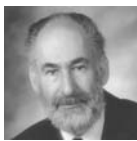
Featuring New Tools & Emerging Research

Who should attend?

Attendees are those seeking leading-edge knowledge and techniques to improve team effectiveness:

- ✓ Team Leaders
- ✓ Process Leads
- ✓ Union Leaders
- ✓ Operations Managers
- ✓ Vice Presidents and Senior Leadership
- ✓ Process champions in shaping workplace culture

Course Leader



STEVEN I. SIMON, PH.D.
President of Culture Change Consultants

Dr. Simon first became inspired with *Psychological Safety* by his college professor, Abraham Maslow, whose Hierarchy of Needs stressed that safety - physical and psychological - is basic to all other human needs, and must be gratified before higher level needs will flourish. This means that excellence in quality, productivity, innovation and teamwork require a strong foundation of *psychological safety*. Over the past several decades, Dr. Simon, with a doctorate in psychology from Harvard University, along with his CCC consultant team, have developed a suite of tools to operationalize how to change an organization's culture so as to build-in *psychological safety*. The CCC team has successfully implemented these approaches with Fortune 500 clients across numerous international sites.

Clients

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A Caterpillar Company

SDGE
A Sempra Energy utility*

Consumers Energy
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