

# Psychological Safety: Making It Safe to Speak Up

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



*An In-House or Virtual Offering from the Pioneer and Leader in Transforming Workplace Cultures*



## PURPOSE

### Psychological Safety: Making It Safe to Speak Up

#### **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 IN-HOUSE OR VIRTUAL EVENT**

- ✓ Group exercise breakout sessions
- ✓ Observation and Progress Journal for continued personal development
- ✓ Skill Cards for application in your workplace.



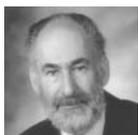
**Featuring New Tools & Emerging Research**

## 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 Leaders



### 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.



### JERE ZIMMERMAN

#### Senior Consultant in Organizational Change Ms.

Zimmerman specializes in guiding organizations through successful culture change, building trust between management and front-line workers, applying the principles of human performance and improving safety performance, using a common-sense approach to changing individual behavior and improving safety culture. A proven leader in Safety and Sustainability management, she develops leaders at all levels, enhances collaboration, and builds organizational commitment to safety and sustainability. She recently joined CCC after a 30-year career at Coors Brewing/MillerCoors, where she led Corporate EHS and the company's successful ten-year safety culture change journey.

## Clients

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