



Creating a High Performing Workplace

Workshops for all employees and people in leadership roles

The development of a collaborative and productive workplace culture depends on psychological safety. You may create a psychologically secure atmosphere by fostering a culture of respect and trust. As a result, employees are more willing to take chances, be vulnerable, and make errors, which leads to higher productivity, performance, and goal achievement. In this programme, we will work together to develop a plan to allow you to foster an environment where individuals can interact and experiment without fear or criticism.

Within the psychological safety for leaders programme, there are three separate workshops:

ACTIVELY PARTICIPATING IN A HIGH PERFORMING TEAM CULTURE

This session explores how you can contribute to a psychologically safe culture. We examine the thinking and behaviours that encourage others to feel safe around, be open and honest, take risks, and challenge one another. You will develop strategies you can apply immediately in your professional and personal life to support others to excel.

CREATING A HIGH PERFORMING TEAM

This session has been created to support leaders in creating psychologically safe teams. We will explore what undermines psychological safety and analyse the factors that lead to psychological safety. We will work collaboratively to develop strategies to develop a positive work culture within your team and strategies to support the continuation of psychological safety.

MAINTAINING HIGH PERFORMANCE IN A HYBRID WORKPLACE

In this workshop, we examine the barriers to psychological safety in a hybrid team. We will reflect on how our reactions as leaders during periods of high stress can impact our team, especially when they are not physically present, to gain assurance from our behaviours. We explore the proactive strategies you can immediately apply to support psychological safety in a hybrid workplace. Finally, we will collaboratively work on a plan to measure your team's feelings from a distance.