

# Psychological Safety for Managers

Is your organisation psychologically safe? Employees should feel safe to express their ideas and opinions and not be afraid to make mistakes. Without feeling psychologically safe, employees avoid taking responsibility, are limited in their creativity and become risk averse. Therefore, psychological safety fosters productivity and innovation.

We help organisations build psychological safety at three levels:

1. Consult with HR and management on how to create a culture of psychological safety.
2. Train people leaders on how to promote a culture of psychological safety in their teams.
3. Train employees on how to foster their own psychological safety.

## **Manager training: make your team thrive through psychological safety**

Team innovation, collaboration and productivity thrive in a culture of psychological safety. Team members feel safe if they don't fear negative consequences when they speak up, when they are being 'themselves' or when they make mistakes.

This psychological safety training course for managers is providing the tools and strategies to build a culture where colleagues respect, accept and encourage each other.

### **Audience**

People leaders: from CEOs to Supervisors

### **Outcomes**

Learn how to:

- Encourage a culture of open communication
- Create an environment of mutual respect
- Encourage innovation and risk taking
- Foster learning and curiosity
- Promote team members speaking up
- Cultivate giving and receiving feedback in the team.

## **Tailored group training - in-house or through virtual workshops**

Ask us how we will tailor this program to your organisation or team.

Benefits are that we tailor the:

- *Content* to suit your organisation's needs.
- *Delivery* to reflect your procedures, values, examples and terminology, which encourages participants to apply their new skills in their roles.
- *Duration* to suit the availability of your team members and your budget.

Tailoring is mostly for free and always economical as costs are based on a per day delivery and not per participant.

### **Request a quote**

Please call 1300 655 098 to ask us how we can tailor a program to your needs.

Alternatively, email us at [info@icml.com.au](mailto:info@icml.com.au) or start a 'chat' on our website [icml.com.au/](http://icml.com.au/).

# Virtual Workshops

We deliver programs in interactive, live online workshops, accessible from a device anywhere.

## Highly impactful learning

- Replicating face-to-face workshop experiences through conferencing technology.
- Using extra features for engagement: polls, quizzes, chat, electronic whiteboard.
- Learning in multiple shorter bursts – allowing practice between sessions.

## Benefits of virtual workshops

- Attend the training from the comfort of home or personal workstation.
- No travel time or expenses.
- Multiple short sessions – less impact on work.

## Simple access

- You need: a device with camera and a quiet place.
- No software needed.
- Click on a link to gain access.
- Works on any personal device and most corporate systems.

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