

# Course Outline

## on Psychological Safety Workshop for Sr. Leadership (Proposed)



- **Course Overview**

Google ran a comprehensive study named Project Aristotle, analysing successful teams by surveying 50,000+ employees. They found that Psychological Safety was the #1 dynamic they had in common, followed by “Dependability”, “Structure and Clarity”, “Meaning” and “Impact”.

and Psychological Safety has been shown to reduce employee turnover by 27%. (It is notable that these studies date from before the pandemic and there is anecdotal evidence of this number being much higher post-Covid).

This highly interactive workshop begins with a comprehensive review of psychological safety. Then we dig into each of the 4 stages to help leaders develop and practice their own approach to building psychological safety.

- **Each participant will understand the subtle nuances of how leaders play a significant role in creating psychological safe spaces as**
- Participants will begin to understand psychological safety as a concept
- Participants will learn how to use the 4 stages of psychological safety framework
- Participants will learn to align their team with common language, understanding, and conceptual framework
- Participants will be able to use tools and frameworks that enable better communication, empathy & trust
- Participants will learn to develop an action plan to move to the desired stage from their current stage of Psychological safety

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Participants can expect to dig into their personal leadership values, assumptions, norms, and biases.

When this course is complete, attendees will be able to recognise some dysfunctions in the current state and will be able to carve out a few experiments to enable psychological safety into their team(s).

Tangible Deliverables of the program will include : Atleast 5 articles/videos, 3 frameworks, 1 survey questionnaire, Self development plan/Goal setting template, Safe conversations templates, book summaries, Access to MURAL for 2 months from close of program, Exercises evaluation feedback and program close report.

Module#	Module Name	Module objective	Activity	Training Aids	Learning Outcome	Duration in mins (includes 30mins for pre work that participant s will do in their own time.)
1	Introduction abd Backgorund to Psychological Safety	Cohort Introductions + Theory + Activities + Reflections	Participants share their experiences of working in a psychologically safe or unsafe work environment		<ul style="list-style-type: none"> <li>- Know what to expect from the program</li> <li>- Have a common understanding of what really Psychological safety means and</li> <li>- Recognise environments that are safe and unsafe within the exposure participants have had so far</li> </ul>	120+30

2	PS Level 1 - Understanding Inclusion Safety	Understanding Inclusion Safety and recognise the challenges due to lack of it and tips to overcome it.	Reflection & Discussion	Online Workkshop - Mural Visual Collaboration Tool - Small group discussions - Role-plays and simulations - Group exercises - Individual reflection activities - Action planning templates - Video case studies - Interactive presentations - Quizzes and knowledge checks - Reference materials	- Know what to expect from the program - Have a common understanding of what really Psychological safety means and - Recognise environments that are safe and unsafe within the exposure participants have had so far	120+30
3	PS Level 2 - Understanding Learner Safety	Understanding Learner Safety and recognise the challenges due to lack of it and tips to overcome it.	Reflection & Discussion		Participants identify issues at this level in your teams, share examples and identify root causes, Participants identify their leadership power styles and its impact on learning, break out discussions and reflections	120+30

4	PS Level 2 - Understanding Contributor Safety	Understanding Contributor Safety and recognise the challenges due to lack of it and tips to overcome it.	Reflection & Discussion	Online Workshop - Mural Visual Collaboration Tool - Small group discussions - Role-plays and simulations - Group exercises - Individual reflection activities - Action planning templates - Video case studies - Interactive presentations - Quizzes and knowledge checks - Reference materials	Participants identify issues at this level in your teams, share examples and identify root causes, nuances of a WIN-WIN mindset to seek mutual purpose, break out discussions and reflections.	120+30
5	PS Level 2 - Understanding Challenger Safety	Understanding Challenger Safety, recognise the challenges due to lack of it and tips to overcome it.	Reflection & Discussion		Participants identify issues at this level in your teams, share examples and identify root causes, Learn to have safe conversations using a framework.break out discussions and reflections.	120+30
6	Review and Moving to Actions	To be able to articulate what Psychological safety means for each participant and have some key take aways that participants can apply in their workspaces with immediate effect	Use a framework to create action plan for respective teams		Create a customised framework to - Consolidate and categorise existing problems and potential solutions to create safe spaces - Identifying opportunities for cross purpose safe conversations - Moving to actions using a framework	120+30