FOSTERING PSYCHOLOGICAL SAFETY IN THE WORKPACE

ODYSSEY TRAINING™

By **SGS**

1 DAY

COURSE OVERVIEW

This course is about inclusive, curious and compassionate management and leadership that supports an organisation's most valuable asset: Its people! Managers and supervisors play an important role in fostering and contributing to 'psychological safety' in the workplace.

By participating in this course, you will know how to manage the risks associated with psychosocial hazards, how they may occur, how to prevent them, reduce them and/ or eliminate them, through inclusive psychologically safe leadership practices.

LEARNING OUTCOMES

- The history of 'psychological safety'

- Defining 'psychological safety', 'psychosocial safety', 'psychosocial hazards', 'mental health' and 'mental wellbeing'

- The neuroscience of psychological safety

- A psychologically safe workplace and how to build it

- Essential communication skills for a psychologically safe workplace

- Proactively building a psychologically safe and healthy workplace

TOPICS COVERED IN THIS COURSE

The history of 'psychological safety'
Build awareness of how psychological safety became such a hot topic for managers and supervisors in recent years, focusing on the major findings in the Google Aristotle Project and other key historical events that brought this topic to the fore for organisations in recent years.

Defining important terms
There is much new language and terminology in this topic for managers and supervisors, so being clear about using the following terms, is important: 'psychological safety', 'psychosocial safety', 'psychosocial hazards', 'mental health' and 'mental wellbeing'.

The neauroscience of psychological safety
The fields of neuroscience, 'neuroleadership' and social psychology provide managers and supervisors with some useful tools based on what is now known about the human brain and what makes a person feel 'psychologically safe', or not.

A psychologically safe workplace and how to build it
Learn about the types of organisational cultures where psychological safety is achieved and how they build a culture of 'rewarded vulnerability'.

Essential communication skills for a psychologically safe workplace
Explore 10 actions a manager can take to support better workplace health and safety outcomes and the necessary mindsets and communication tools to encourage vulnerability, truth-telling and honest workplace communication.

Proactively building a psychologically safe and healthy workplace
Develop your own managerial toolkit to support good work design and workplace health and well-being for you and your team.

Practical, relevant training developed for the Australian workplace.

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