



Leading Mindfully, Psychological Safety at the Workplace

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Enabling open dialogue, sharper thinking, and disciplined execution

Uncertainty is the new normal



STATISTICS

Teams that feel psychologically safe show:

- 27% lower turnover
- 76% higher engagement
- 50% greater productivity
- 74% less stress



KEY FINDINGS

Psychological safety is a multiplier for performance, learning and retention, yet remains a critical gap in leadership culture



TRENDS

- Psychological safety is becoming a leadership KPI. Boards and leadership development programs are beginning to track psychological safety as a key country-cultural and performance indicator.
- Burnout and attrition pressures spark change. As psychological injury claims and disengagement rise, organisations are seeking structural solutions, beyond wellness programs, to safeguard human performance.
- Diagnostics are evolving. Organisations are incorporating psychological safety metrics into pulse surveys, engagement dashboards and performance frameworks, bridging well-being and productivity.

Accredited by:

DESCRIPTION

This 3-day Henley Business School accredited-programme equips leaders and teams to shift from fear-based dynamics to cultures of openness and trust. Psychological safety is the foundation of collaboration, innovation and retention, yet many workplaces struggle with silence, risk aversion and disengagement.

Participants will learn the behaviours and frameworks that signal safety, encourage candid dialogue and empower teams to share ideas without fear of judgment. Through applied practice, case studies and peer dialogue, leaders will embed habits that transform culture from compliance to co-creation.

TARGET AUDIENCE

Senior leaders, team managers and cross-functional teams who want to strengthen collaboration, increase innovation and retain top talent by cultivating trust and inclusion in their organisations.

WHAT YOU WILL LEARN

- ✓ Core behaviours that create psychological safety in teams.
- ✓ Practical methods for encouraging candour and curiosity.
- ✓ Feedback practices that build confidence and openness.
- ✓ Tools to reduce interpersonal fear and conflict.
- ✓ Rituals and agreements that sustain trust and shared ownership.
- ✓ Strategies to link psychological safety with innovation outcomes.

Duration and Schedule – Three Days

Day 1: Foundations of Psychological Safety & Performance

Segment 1: Psychological Safety & Business Performance

- What psychological safety is, and what it is not
- Link to performance: decision quality, error reporting, innovation, execution speed
- Leadership behaviours that enable or block psychological safety

Segment 2: Diagnosing Team Climate

- Psychological Safety Quadrant (fear, comfort, accountability, high performance)
- Identifying where teams currently operate
- Recognising patterns: silence, avoidance, over-compliance, low challenge

Segment 3: Leadership Signals & Behaviour

- How leadership behaviour shapes team dynamics
- Impact of tone, reactions, and decision-making style
- Eliminating behaviours that shut down contribution and accountability
- performance drops

Day 2: Building Safety Without Losing Accountability

Segment 1: Communication Under Pressure

- Structuring conversations for clarity and openness
- Encouraging input without creating noise or inefficiency
- Handling disagreement and challenge constructively

Segment 2: Managing Mistakes, Risk & Feedback

- Shifting from blame → learning without reducing standards
- Creating clarity around acceptable vs unacceptable failure
- Giving and receiving feedback without defensiveness

Segment 3: Team Dynamics & Participation

- Increasing contribution across different personality types
- Managing dominant vs withdrawn team members
- Driving balanced participation without slowing execution

Day 3: Embedding Psychological Safety into Execution

Segment 1: Safety as an Execution Driver

- Linking psychological safety to speed, quality, and decision-making
- Reducing delays caused by hesitation, escalation gaps, and misalignment
- Enabling faster issue identification and resolution

Segment 2: Integrating into Ways of Working

- Embedding behaviours into meetings, decision processes, and workflows
- Structuring check-ins, debriefs, and escalation channels
- Aligning leadership behaviours across levels

Segment 3: Action Planning & Team Operating Model

- Defining team-level behaviours and non-negotiables
- Identifying quick wins vs structural changes
- Establishing tracking indicators (participation, challenge, decision clarity)

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LOCATION

This programme will take place the Henley Business School's Greenlands Campus at the UK.

- **Face – to –Face**
- Henley Greenlands campus, UK





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