ttm organisational mindfulness institute



Leading Mindfully, Psychological Safety at the Workplace

Run jointly by the TTM Organisational Mindfulness Institute and Henley Business School

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Henley Business School
UNIVERSITY OF READING

Leading Mindfully, Psychological Safety at the Workplace

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 cultures.
- Academic-Corporate Synergy: Overcoming critical gaps in leadership culture requires a dual approach. This programme uniquely fuses Henley Business School's world-class strategic research with TTM's pragmatic corporate execution to bridge the well-being and productivity gap.

TRENDS

- **Strategic Leadership KPIs:** Boards and global development programmes are tracking psychological safety as a core performance metric.
- **Systemic Human Solutions:** Rising burnout demands structural solutions, taught jointly by academic faculty and corporate psychologists, to protect long-term human performance.
- **Advanced Diagnostics:** Organisations are integrating psychological safety metrics into live pulse surveys and engagement dashboards.

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Leading Mindfully, Psychological Safety at the Workplace

DESCRIPTION

This intensive three-day programme is run jointly by the **TTM Organisational Mindfulness Institute (OMI**) and **Henley Business School.**

Designed as a high-impact corporate-academic partnership, the curriculum is delivered by renowned **Henley Business School Professors** and **expert TTM Facilitators**.

It equips senior leaders and cross-functional teams to shift from fear-based workplace dynamics into high-trust corporate cultures. While psychological safety remains the foundational multiplier for innovation, engagement, and retention, modern organizations heavily struggle with risk aversion and employee silence.

Through an immersive blend of cognitive neuroscience, applied leadership behaviours, and collaborative frameworks, participants will master the specific habits required to safeguard human performance and transform compliance into enterprise-wide co-creation.

TARGET AUDIENCE

Senior leaders, directors, 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

Co-developed and delivered jointly by renowned Henley Business School Professors and expert TTM Facilitators, this unique 3-day programme enables participants to master the following:

- ✓ **Core Safety Behaviours**: Learn specific frameworks that signal safety and encourage team candor.
- ✓ **Curiosity Over Fear**: Master practical methods to replace counterproductive interpersonal fear with constructive curiosity.
- ✓ **Confidence-Building Feedback:** Implement advanced feedback practices that nurture open, risk-tolerant dialogue.
- ✓ **Conflict De-escalation Tools**: Minimize team friction and safely channel conflicting perspectives into creative breakthroughs.
- ✓ **Sustained Trust Rituals**: Establish operational agreements that secure shared ownership and long-term team trust.
- ✓ **Innovation Multipliers**: Apply data-driven strategies to link psychological safety metrics directly to business innovation outcomes.

Co-developed and delivered jointly by renowned Henley

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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)

Accredited by:

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Leading Mindfully, Psychological Safety at the Workplace

LOCATION

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



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FACULTY



Dr. Rawan Hassan

Organisational Psychologist, Culture Consultant & Senior OMI Facilitator, TTM Associates

Dr. Rawan Hassan is an accomplished organisational psychologist, culture consultant, and global executive educator with over a decade of international experience transforming workplaces across the UK, Middle East, and Africa.
Specializing in the intersection of behavioral neuroscience and organizational health, she is a leading authority on shifting workplace cultures from fear-based compliance to psychological safety and open trust.

Dr. Hassan's extensive career includes leading high-impact wellness and systemic resilience projects for prestigious global public institutions, such as the National Health Service (NHS) and the United Nations (UN). Additionally, she serves as a strategic advisor to corporate boards across high-pressure telecom, retail, and government sectors, embedding mindfulness frameworks that actively safeguard human performance.

In the Leading Mindfully, Psychological Safety at the Workplace programme—delivered jointly with Henley Business School—Dr. Hassan leverages her clinical and research background to deliver data-driven executive education.

At the Henley Greenlands campus, she masterfully guides cohorts through advanced peer dialogue and behavioral frameworks. Her expert facilitation empowers leaders to eliminate interpersonal fear, encourage team candour, reduce burnout, and establish the trust required to spark enterprise-wide innovation.

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FACULTY



Thomas Stoeckel

Cross-Cultural Neuroscience Consultant &
Senior OMI Facilitator,
TTM Associates

Thomas Stoeckel is a cross-cultural neuroscience consultant and senior executive facilitator for the TTM Organisational Mindfulness Institute (OMI).

Holding a strong background in International Management, he specializes in guiding leadership teams through intense corporate changes by replacing rigid, fear-based dynamics with high-performing, wellness-driven cultures.Thomas has a proven track record of delivering impactful leadership mindfulness and performance enhancement projects across diverse global sectors.

His foundational work began with developing cross-cultural operational excellence frameworks for a leading European aerospace corporation, highlighting the link between communication effectiveness and team productivity.

Uniquely, Thomas has also served as a volunteer firefighter and EMT since 2006, bringing real-world crisis leadership and high-pressure nervous system regulation to his corporate training.

In the Leading Mindfully, Psychological Safety at the Workplace programme, delivered jointly with Henley Business School, Thomas leverages his dual expertise in neuroscience and international management.

At the Henley Greenlands campus, he masterfully coaches C-suite cohorts and managers to break down communication barriers. His facilitation equips leaders with the practical tools to eliminate interpersonal fear, manage corporate turbulence with composure, and build resilient, high-trust cross-border teams.

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FACULTY



Dr Caroline Rook

Associate Professor in Coaching & Organisational Behaviour; Programme Director, MSc Coaching and Behavioural Change

Dr. Caroline Rook is an Associate Professor in Coaching and Organisational Behaviour at Henley Business School. She holds a PhD from the University of Exeter Business School (Centre for Leadership Studies) and a BSc in Clinical, Organisational, and Communication Psychology from Friedrich-Schiller-University, Germany, making her a premier academic authority on workplace psychology.

Her extensive research focuses on building healthy, productive workplaces by analyzing how executives manage stress, maintain authentic functioning under pressure, and navigate systemic workforce transformations.

Dr. Rook has developed leading research at INSEAD, Lord Ashcroft International Business School, and the University of Exeter, backed by early corporate HR and consulting experience with Porsche Cars Great Britain and Kienbaum Management Consultants.

In the Leading Mindfully, Psychological Safety at the Workplace programme, run jointly with the TTM Organisational Mindfulness Institute, Dr. Rook brings deep academic rigor to the Henley Greenlands campus.

She specializes in shaping the diagnostic, coaching, and impact-evaluation phases of the curriculum. Her sessions equip C-suite cohorts with data-driven frameworks to dismantle fear-based dynamics, cultivate deep interpersonal resilience, and verify whether their teams are building sustainable workplace safety rather than simply coping.

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