

Psychological Safety for Employees: Speak Up and Speak Out

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 by training employees on how to foster their own psychological safety.

Employee training: Speak up and speak out

This psychological safety training course develops the confidence of participants to speak up and speak out. They will develop techniques to be psychologically safe in all relationships and thereby promote their team interactions and productivity.

Audience

This program is suited to everyone in the organisation. This psychological safety course is most effective if delivered at team level. However, organisation-wide roll-outs enable creating training groups consisting of team members from various teams.

Outcomes

Learn how to:

- Understand what psychological safety is and why it is important to them, their colleagues and the organisation
- Identify the differences between assertive, submissive and aggressive behaviours in the workplace
- Describe the benefits of behaving and communicating in a more candid way
- Give and receive candid feedback know what stops us from speaking up at work
- Learn more about their own preferred behaviours and the impact that ego states can have

- Describe and use strategies for dealing with difficult situations
- Learn how to engage others in collaborative problem solving, seeking to resolve conflict and improve relationships.

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 or start a 'chat' on our website 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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