

TEAM

PSYCHOLOGICAL

SAFETY

SAFE TO DO SOMETHING UNSAFE

WHY TEAM PSYCHOLOGICAL SAFETY

1. Do you have individual high-performers in your team who just don't seem to work well together?
2. Are your team leaders expert contributors but are trying to take on too much themselves?
3. Your team members are filled with so many great ideas but are always shy and afraid to speak up.
4. Do you have new leaders with new teams who need help building their team's trust and connection?

CHANGE MANAGEMENT HAS CHANGED.

In this post-covid VUCA world, the more uncertain & dangerous it is on the outside, the safer we need to feel on the inside. It is this sense of safety that empowers teams to bring out their best and reach for their true potential.

KEY OBJECTIVES

Based on the research **Project Aristotle from Google**, the **TEAM PSYCHOLOGICAL SAFETY CERTIFICATION** workshop series will help build **High Performance Teams** by equipping them with the skill sets and mindsets to:

- ❑ Ask tough questions, challenge status quo
- ❑ Ask for help, offer help and speak our truth
- ❑ Strengthen Team Culture for collaboration and innovation with Trust & Tension
- ❑ Turn challenges into opportunities to create breakthrough results



TEAM PSYCHOLOGICAL SAFETY

MICRO-LEARNING SERIES

SESSION

01.



SAFE TO DO SOMETHING UNSAFE

What is Team Psychological Safety? Introducing the 4 Safety Quadrants and the dynamics between Trust & Tension to build a High-Performance Team.

SESSION

02.



LEARNER SAFETY - THE KEY TO GROWTH MINDSET

How can we create a safe space for our team to experiment, take risks, and make mistakes? If we want a different result, we have to learn to do things in a different way.

SESSION

03.



CHALLENGER SAFETY - TIME TO SHOW UP

Speaking up about our ideas takes courage. What are the issues everyone is seeing but nobody is talking about? Fostering tension for our team to challenge status quo and uncover our blindspots is key to breakthrough results.

SESSION

04.



COLLABORATOR SAFETY - GO FASTER & GO FURTHER

Communication across levels & functions is key to clarity of purpose. And a clear common purpose can unite a diversified team. When teams can break down silos to ask for help & offer help, magic happens.

SESSION

05.



INCLUSION SAFETY - I SEE YOU

Teams are most motivated when we are being seen and being heard. How we appreciate our team by seeing value in them propels us forward with the passion to add more value to our organization.

LEARNER SAFETY COMPETENCY

- When something goes wrong, we work as a team to find the systemic cause(s).
- We take time to find new ways to improve our team's work or processes.
- I can admit mistakes without fearing criticism from others.
- In this team, we clarify what is ok to fail, and what is not.
- In retrospectives, we focus on learning and solutions, rather than blame.

CHALLENGER SAFETY COMPETENCY

- I feel safe to raise problems, difficult ideas and concerns I have about work.
- On this team, we are usually comfortable talking about disagreements.
- I can speak up to challenge status quo without fear of reprisal.
- On this team, we ensure everyone's voice is heard.
- We proactively seek and welcome each other's feedback and give them time and attention.

COLLABORATOR SAFETY COMPETENCY

- It ok to say "I don't know" and ask other team members for help.
- My unique skills and talents are valued and used in my work as part of this team.

CORE COMPETENCIES



- People on the team prioritize team success over individual success.
- Nobody on this team would deliberately act in a way that undermines my efforts.
- Other teams value the work we do as much as we value theirs.

INCLUSION SAFETY COMPETENCY

- On this team I understand what is expected of me.
- I've a good understanding of whether I am meeting expectations.
- I've a good understanding of whether I am meeting expectations.
- It is clear what our team priorities are and why.
- When decisions are made that affect me, I understand why they have been taken.
- We value outcomes more than outputs or inputs, so nobody needs to "look busy".

OUR COACH - WARREN ENG

Language  

Warren, a **Fortune 100 Leadership Coach** from Singapore, has more than 10 years of experience coaching leadership teams from over 400+ companies across Asia.

His passion is to serve corporate clients to discover and clarify their needs, challenges, and purpose. His strengths include creating a safe space for people to share perspectives, asking insightful questions to deep-dive into issues, and facilitating practical and interactive sessions to support teams Reinvent sustainably.

“As we bring out *the best in others*, we bring out *the best in ourselves*.”



CERTIFICATES

- ICF Certified Coach PCC
- IBM Design Thinking Practitioner
- John Maxwell Certified Speaker Trainer

EXPERIENCE

- 1. Founder & CEO**
Leaders Create Leaders
- 2. Managing Director**
University of Economics and Finance (UEF Vietnam)
- 3. Managing Director**
ERC International
- 4. Regional Marketing Director**
Raffles Group (Vietnam, Thailand, Cambodia and Myanmar market)

TOPICS:

- **Leadership** Reinvention
- **Team Psychological Safety**
- **High Performance Team**
- **Strategic** Sustainability



The amount of sharing and positive energy we gained at the end of each session spoke for itself during our transformation journey. Thank Warren has been outstanding in Building trust, Creating a Psychological Safe environment and paving the way for leadership development of participants.

Mr. VU NGUYEN

Head of Organizational Development
Prudential Vietnam



Team Psychological Safety - led by Mr. Warren concluded with enthusiastic feedback from attendees, who shared valuable takeaways & insights to enhance leadership and management practices across Galaxy. The experience left a lasting impression, empowering our leaders to drive change and inspire growth.

Mr. HAO LE

Group Human Resources Director
Galaxy Holdings



Thank you Warren!
Team Psychological Safety was a great, inspiring session, we all love it. Big kudos to the team that make the session unique and amazing.
Learnings are already in practice!!!

Ms. YADIRA YADIRA SEPÚLVEDA

People Director
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OUR CLIENTS



COME GROW WITH US!



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