

**TEAM**

**PSYCHOLOGICAL**

**SAFETY**

**CERTIFIED PRACTITIONER**

**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 skillsets and mindsets to:

- ❑ Foster Agile Mindset and Team Resilience
- ❑ Strengthen Team Collaboration, break down silos, using Trust and Tension
- ❑ Turn challenges into opportunities to create breakthrough results
- ❑ Create internal facilitators & champions to foster TPS sustainably



# PRACTITIONER CERTIFICATION PROCESS (1-MONTH)

## ONBOARDING

- Assess: **Team Psychological Safety Survey**
- Access: Learning journey briefing and **Gnowbe E-learning Platform**



## 2 DAYS WORKSHOP



- **Module 1:** Culture Building - Design and Process
- **Module 2:** Team Psychological Safety - Safe to do something unsafe
- **Module 3-6:** Deep dive into Learner - Challenger - Collaborator - Inclusion Safety
- **Module 7:** Facilitation Skills: Connect the dots
- **Module 8:** Build your TPS case study

## 2 WEEKS CASE STUDY

- **Practice:** Apply TPS to a specific case study
- **Feedback:** Weekly support sessions for practitioners
- **Assessment:** Get evaluated and feedbacked for your case study by Warren/LCL



## DEBRIEF AND CLOSING



- **Share & learn:** Group debrief of all case studies
- **Reflection:** Consolidate the highlights of your learning journey
- **Celebration:** Celebrate achievements of each practitioner and cohort

## COMMUNITY LIFE-LONG LEARNING

- **Connect:** Get to know other practitioners/ leaders in LCL community
- **Continuous learning:** Join community events to learn and practice together
- **Membership:** Inclusive of 1 year Community Membership



## 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

- Courage to speak up about problems and concerns.
- Confident to Challenge Status Quo without fear of reprisal.
- Ensure everyone's voice is heard.
- On this team, we are usually comfortable talking about disagreements with people, not about people.
- We proactively seek and welcome each other's feedback and give them time and attention.

## COLLABORATOR SAFETY COMPETENCY

- It is ok to say "I don't know" and ask other team members for help.
- We call-out shared meaning/ purpose to prioritize company success over team success, and team success over individual success.
- Nobody on this team would deliberately act in a way that undermines my effort.
- Other teams value the work we do as much as we value theirs.
- We foster constructive debate to find the best solution, instead of trying to "win an argument".

## CORE COMPETENCIES



## INCLUSION SAFETY COMPETENCY

- It is clear what our team priorities are and why.
- On this team I understand what is expected of me, and whether I'm meeting them.
- When decisions are made that affect me, I understand why they have been taken.
- I feel that my emotions, experience, and contributions are acknowledged and appreciated.
- 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 & 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. Thay 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 Organization 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. The experience left a lasting impression, empowering our leaders to drive change and inspire growth.*

**Mr. HAO LE**

HR Transformation Director  
Masan Group



*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 SEPULVEDA**

Human Resources Director  
Heineken Vietnam

# OUR CLIENTS



Enroll today. Transform your team.



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For further consultation, please contact:

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for more information

