

PSYCHOLOGICAL SAFETY

TEMPLAR ADVISORS

Psychological safety is central to effective teams, impactful engagement and increased performance.

Effective teams foster psychological safety. The tangible benefits of building psychological safety range from improved innovation, and better ideas, to higher employee engagement and reduced employee turnover. Happier teams also take more intelligent risks, raise concerns sooner and are more resilient to change. These benefits ultimately result in real improvement to business success.

PSYCHOLOGICAL SAFETY IS ONE OF THE MOST IMPORTANT DYNAMICS OF EFFECTIVE TEAMS ACCORDING TO RESEARCH

It is the “software” (the team culture) that makes the “hardware” (the team members) work effectively and the benefits don’t stop there.

- Individuals on teams with greater psychological safety have higher job satisfaction with heightened motivation and passion for their work
- Teams with strong psychological safety harness the power of diverse ideas from their teammates, drive results, and are nearly twice as effective vs firms which do not

Part 1. Reflection Activity: personal audit to assess current levels of psychological safety

Part 2. Fostering the environment: learn behaviours that foster psychological safety in teams and methods to flex to individual styles

Part 3. Practical: break-out exercises to reinforce skills and individual action planning to improve individual contributions to team performance for greater business results

MODULE OUTCOMES

Templar’s **Psychological Safety** course teaches participants to understand and apply key elements of fostering psychological safety and workplace effectiveness while ensuring performance and growth.

FORMAT

Duration: 2.0 hours

Delivery: Live or remote

Group size: 10-25

PROGRAM OVERVIEW

Templar’s Early Career Communications Series is designed by a team of facilitators with deep, hands-on expertise in sponsoring and delivering both as external vendors and internal Learning & Development practitioners.

Each course is practical, with table-top activities and exercises to ensure engagement and content retention. The modules are stand-alone, yet also built to be delivered as a sequence according to client need.

Materials are white-label and can be aligned with broader junior employee engagement programs.

ABOUT TEMPLAR

Templar Advisors is a global firm that focuses on all aspects of spoken communication in a business setting; from 1:1 meetings, to presentations, sales, team pitches, public speaking and negotiation. The firm offers skill based, practical training with video and peer review for maximum impact.

Key clients include large alternatives managers, major long-only asset managers, leading global investment banks, and multi-national corporates, as well as consultancies, law firms, and other professional service firms.