



# INTENTIONAL LEADERSHIP: THE IMPACT OF PSYCHOLOGICAL SAFETY ON ORGANIZATIONAL EFFECTIVENESS

CTR FACTOR – TRAINING & DEVELOPMENT

Many of today's most valuable firms have come to realize that analyzing and improving individual workers — a practice known as “employee performance optimization” — isn't enough. As commerce becomes increasingly global and complex, the bulk of modern work is more and more team-based. One study, published in The Harvard Business Review in January 2016, found that “the time spent by managers and employees in collaborative activities has ballooned by 50 percent or more” over the last two decades and that, at many companies, more than three-quarters of an employee's day is spent communicating with colleagues. An evidence-based understanding of the dynamics that lead to effective teams is critical. This session pulls together various research studies and curates their findings regarding psychologically safe environments as a critical enabler of team effectiveness.

## LEARNING ELEMENTS:

- What is psychological safety and why is it important?
- How does psychological safety improve performance?
- What are the different types of psychological safety?
- What are the benefits and impacts of psychological safety?
- What are the characteristics of psychologically safe teams?
- What inclusive actions can create psychological safety?

