



BUILDING HIGH PERFORMING TEAMS

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FOR LEADERS AT ALL LEVELS

Whether by default or design, we are constantly creating culture in our workplaces. Google's research with Project Aristotle that the highest performing teams all had one thing in common, psychological safety. The level to which psychological safety exists in a team determines the level to which members feel included, can learn and grow, are encouraged to contribute, and feel safe to challenge the status quo. These levels will determine a team's ability to take risks, reward vulnerability and ultimately to solve problems and innovate. Psychological safety can be developed and strengthened at every level of an organization to create high performing teams that can creatively solve problems and have cultures where everyone thrives.

ABOUT OUR WORKSHOP

Through this interactive and highly self-reflective workshop, participants will explore the 4 step model for psychological safety:

- Inclusion Safety
- Learner Safety
- Contributor Safety
- Challenger Safety

Participants will identify various teams and situations they have experienced at the different levels and the consequences to teams when vulnerability is punished. Participants will learn and practice tools and behaviors that create psychological safety at each level.

*Option to include team assessment.

DURATION: 4-6 hrs

PARTICIPANTS: 10 minimum; 40 maximum

SCHEDULE: Contact to schedule a program

