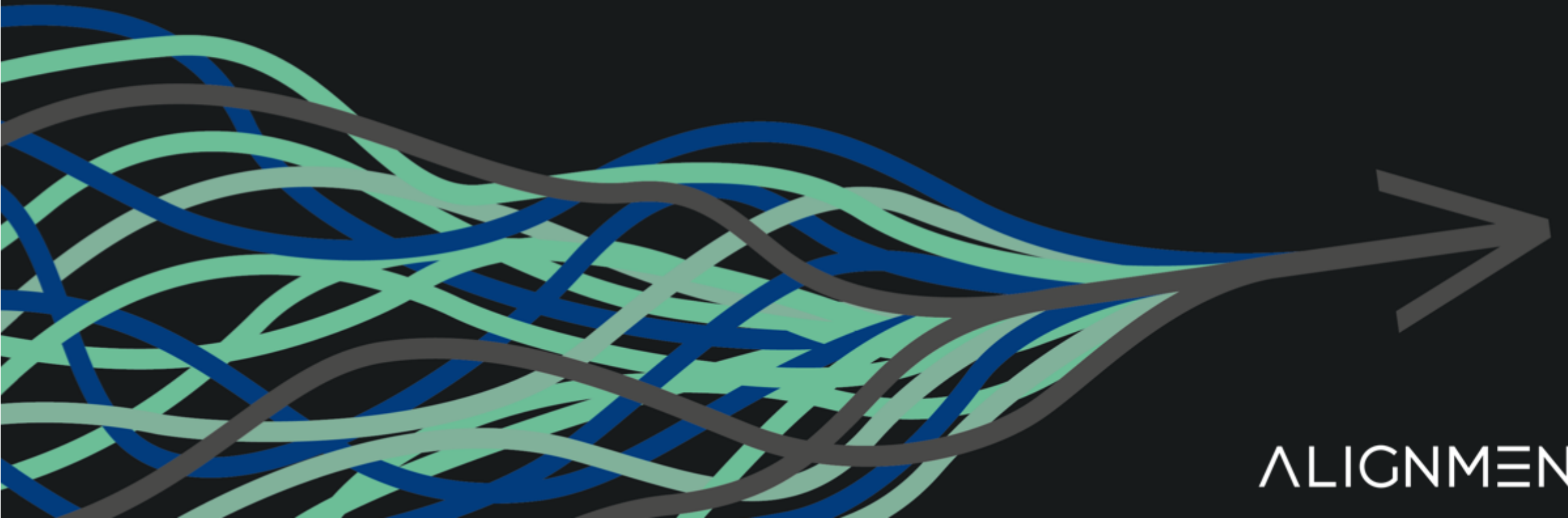


IMPROVING THE QUALITY OF YOUR TEAM'S INTERACTIONS

Shaping conditions for Psychological Safety

A WORKSHOP FOR LEADERS



ALIGNMENT³



— Organisations are relational. Their success depends on the ability to
— create conditions for effective dialogue in their organisational
— context.

(Rens van Loom)

WORKSHOP SYNOPSIS

Is a sense of artificial harmony frustrating your team's performance? Nobody wants to look ignorant, incompetent, intrusive or negative at work. That's why your staff are reluctant to share ideas, challenge each other, or raise doubts or concerns. They are managing interpersonal risk. However, no one gains from silence, especially in environments where success is defined by effectively handling collaboration, failure, experimentation and uncertainty.

Increasing psychological safety changes the nature of the conversations in your team. It enhances the quality of interaction, collaboration and innovation and will boost overall performance. Organisations with a higher level of psychological safety perform better on almost any metric or KPI in comparison to organisations that have low psychological safety.

As a leader, you must actively shape the conditions that determine that your team members take interpersonal risks. This conversational half-day workshop focuses on practical approaches that hit at the core of how you can increase psychological safety in your team.

EVENT DETAILS

IMPROVING THE QUALITY OF YOUR TEAM'S INTERACTIONS

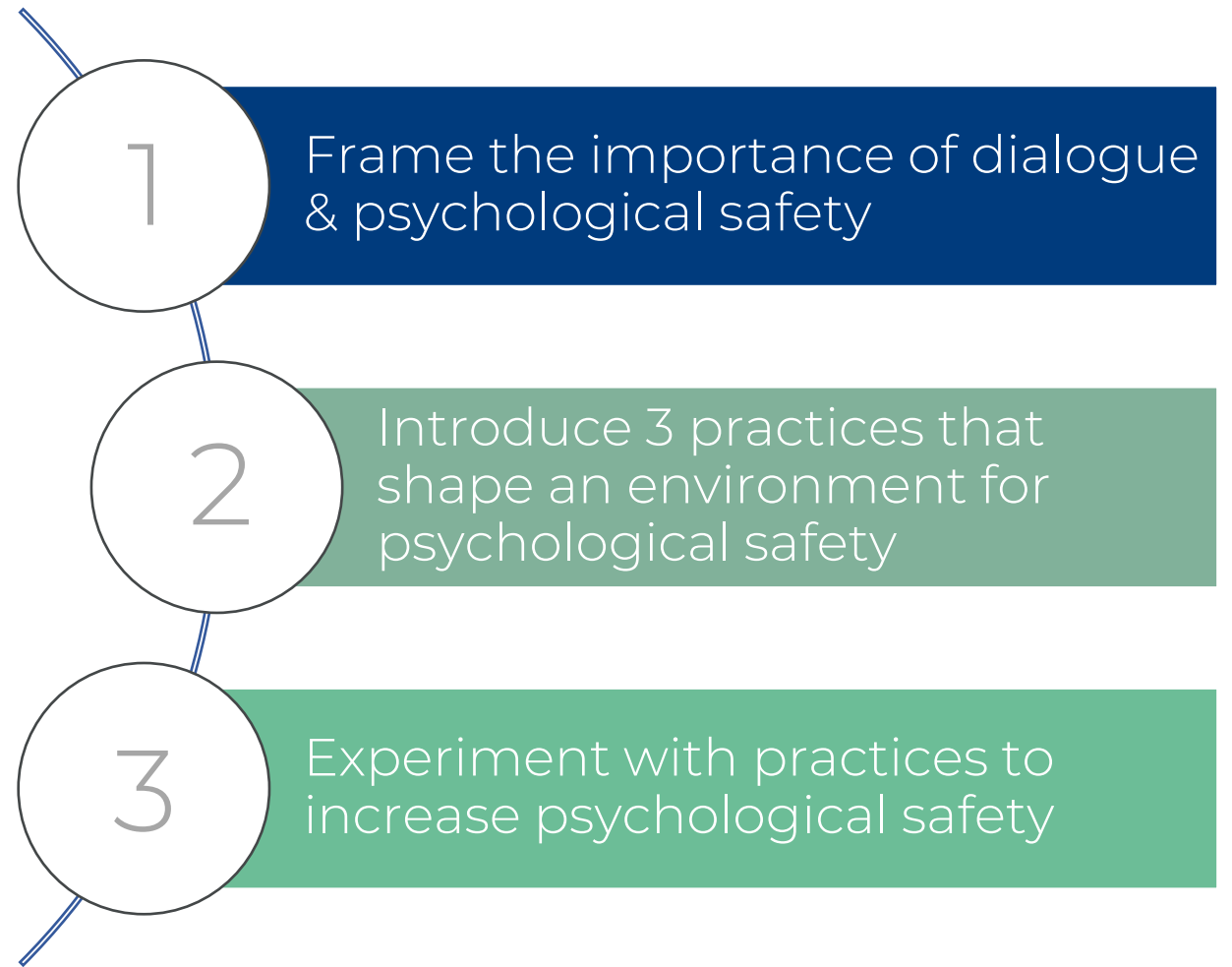
Shaping conditions for Psychological Safety

Date	Thursday 20 th March 2025
Start Time	9:00am
Duration	~ 4 hours
Maximum Participants	Limited to just 8 participants to create an intimate, high-trust environment where every voice can be heard and meaningful connections can flourish.
Venue	West Hub, JJ Thomson Avenue, Cambridge, CB3 0US
Cost	£349.00 - Register before Feb 14 th for the early-bird price of £296.65 (15% off)
Who should attend	People who are leading teams, especially those in work environments where effectively handling collaboration, experimentation, failure and uncertainty defines success.
Contact	Jonathan@alignmentcubed.com
How to register	Register and pay via Eventbrite
Additional information	Parking at Maddingly Park & Ride. Refreshments will be provided.

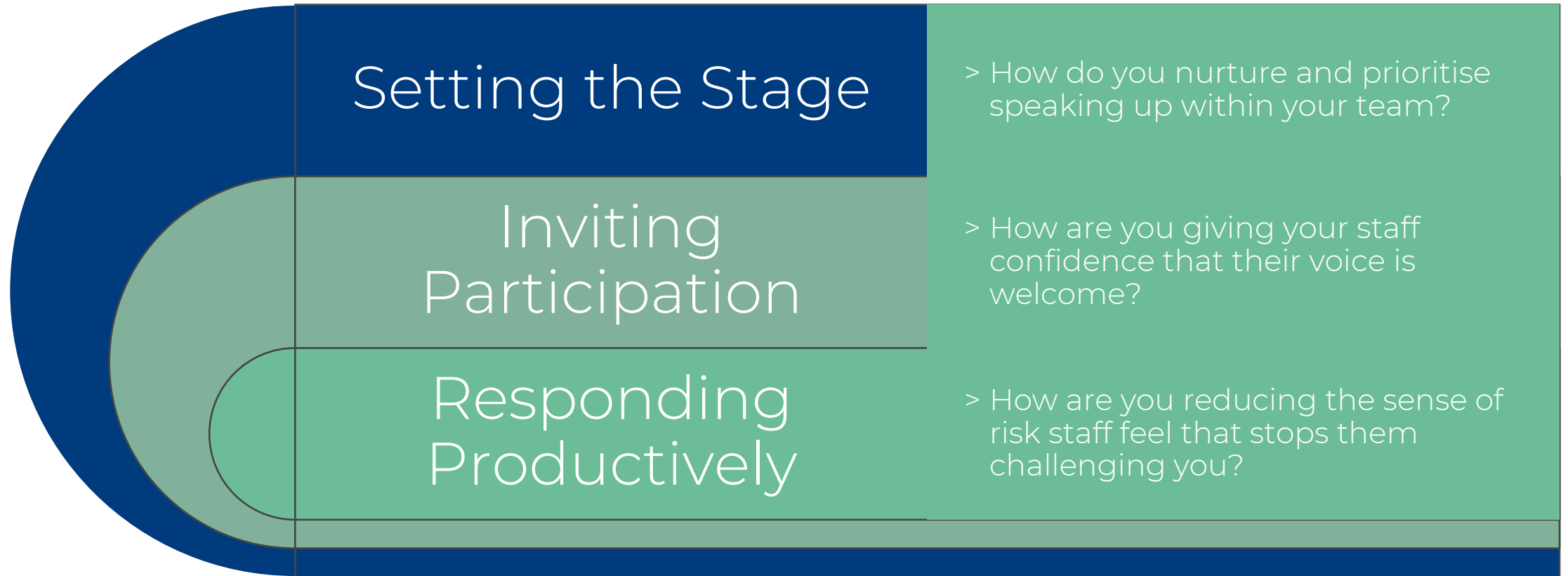
WORKSHOP INTENTIONS

AGENDA

- > “ARRIVE”
- > “CHECK IN”
- > THE VALUE OF DIALOGUE
- > FRAMING THE LEADERS TOOLKIT
- > PRACTICE 1: INVITING PARTICIPATION
- > BREAK
- > PRACTICE 2: SETTING THE STAGE
- > PRACTICE 3: RESPONDING PRODUCTIVELY
- > SUMMARISE
- > CHECK OUT



LEADER'S TOOLKIT - PRACTICES



It's up to you as the leader to shape the conditions and change the nature of the conversations in your team.

WHAT TO EXPECT

LEARNING OUTCOMES

- > What psychological safety is, what it is not, and its impact on team performance
- > How a leader can create the conditions to increase psychological safety in their team
- > Discover practices that promote psychological safety and “thinking better together”
- > Reflect on personal changes that can be made to increase psychological safety

Create a climate and set of explicit or implicit norms that permit people to handle “hot issues” without getting burned. (William Isaac)

THE ORGANISATIONAL BENEFITS

Implications of Psychological Safety

Compared with people at low-trust companies, people at high-trust companies report: 74% less stress, 106% more energy at work, 50% more productivity, 13% fewer sick days, 76% more engagement, 29% more satisfaction with their life, 40% less burnout.

HBR: The Neuroscience of Trust by Paul J. Zak

Psychological safety is a crucial source of value creation in organisations' operating in a complex, changing environment.



*“Psychological Safety
is the soil, not the
seed”*

Dr. Amy C. Edmondson



ABOUT THE FACILITATOR

— [Jonathan Pearce](#) is a former biotech executive with over 25 years leadership experience and certified Fearless Organisation Scan practitioner. He founded Alignment Cubed with Majid Islam to help good people succeed.

Our approach is friendly, simple, and profound: helping teams work better together by aligning leadership, strategy, culture, and systems to a clear organisational identity.



BOOKING INFORMATION

REGISTRATION & PAYMENT PROCESS

- > Register for your place on the workshop via Eventbrite.
- > [Link](#)
- > All prices shown are inclusive of workshop materials, refreshments and venue fees.

CANCELLATION POLICY

- > Refunds are available up to 14 days before the workshop.
- > If you are unable to attend, you may:
 - > Transfer your place to another person at no cost.
 - > Transfer to a future workshop date (subject to availability)
 - > Receive workshop materials if cancelling within 14 days.
- > We reserve the right to cancel or reschedule the workshop if necessary (e.g. insufficient numbers, facilitator illness, force majeure). In such cases, we shall endeavour to reschedule the workshop. Participants who are unable to attend the new date will receive a full refund or the option to transfer to an alternative workshop on a future date.

GET IN TOUCH:



JONATHAN@ALIGNMENTCUBED.COM



WWW.ALIGNMENTCUBED.COM



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A decorative graphic at the bottom of the page consisting of multiple overlapping, wavy lines in shades of blue, teal, and grey, creating a textured, organic look.

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