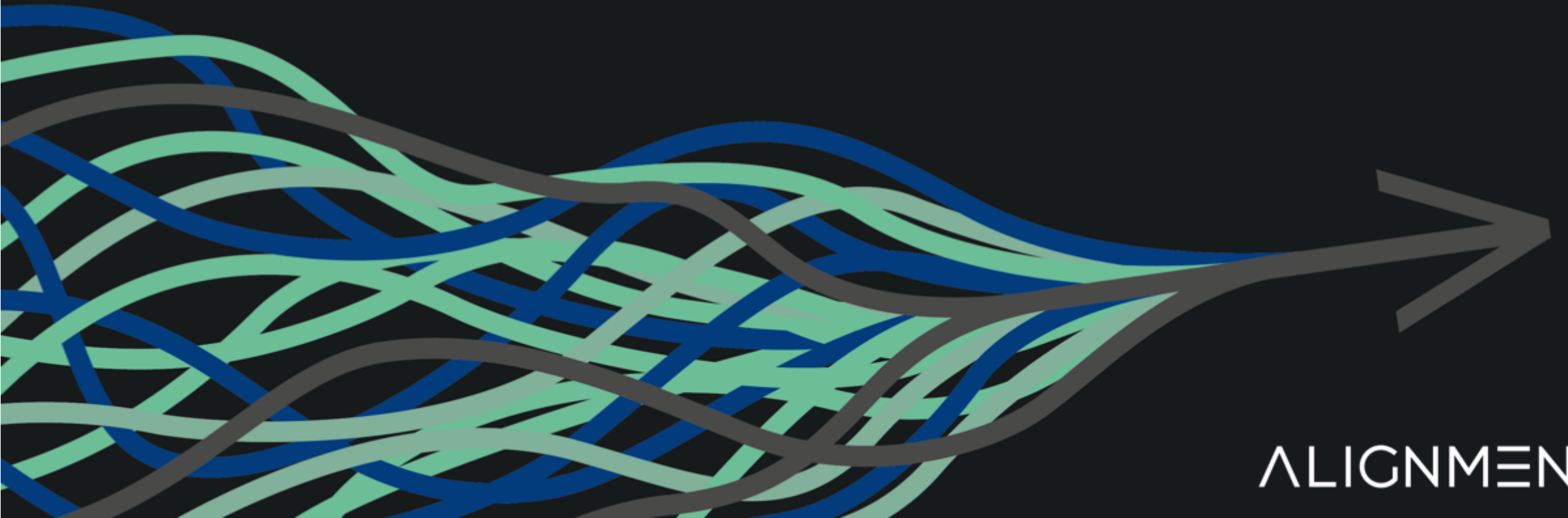


# IMPROVING THE QUALITY OF YOUR TEAM'S INTERACTIONS

Shaping conditions for Psychological Safety

A WORKSHOP FOR LEADERS



ALIGNMENT<sup>3</sup>



— 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.

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.

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.

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

# THE EVIDENCE

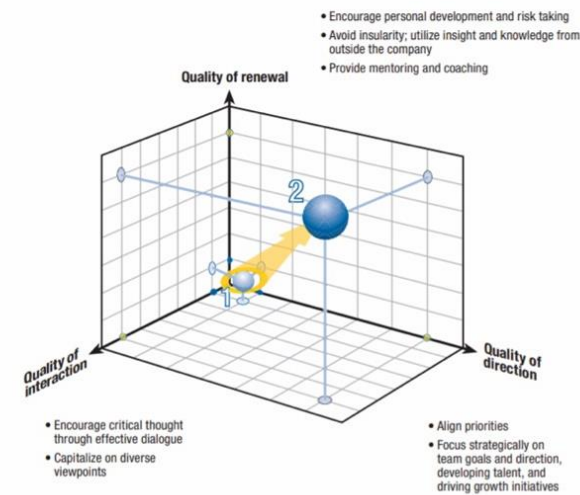
## Project Aristotle



- Five-year Study at Google
- Identified Psychological Safety was the #1 differentiating factor for high performance teams
- Where it was high Googlers had greater...
  - Revenue (nearly 50% in sales teams)
  - Diversity of ideas
  - Rated as effective twice as often by executives
  - Employee retention
- Acted as a gatekeeper to the other four factors

## McKinsey High Performing Teams

Three dimensions of performance



- Psychological safety, the foundation of “Quality of Interaction” dimension
- Critical thinking through effective dialogue
- Capitalize on diverse viewpoints and differing perspectives

*If you change the nature and quality of the conversations in your team, the quality of your outcomes increases exponentially.*

# EVENT DETAILS

## IMPROVING THE QUALITY OF YOUR TEAM'S INTERACTIONS

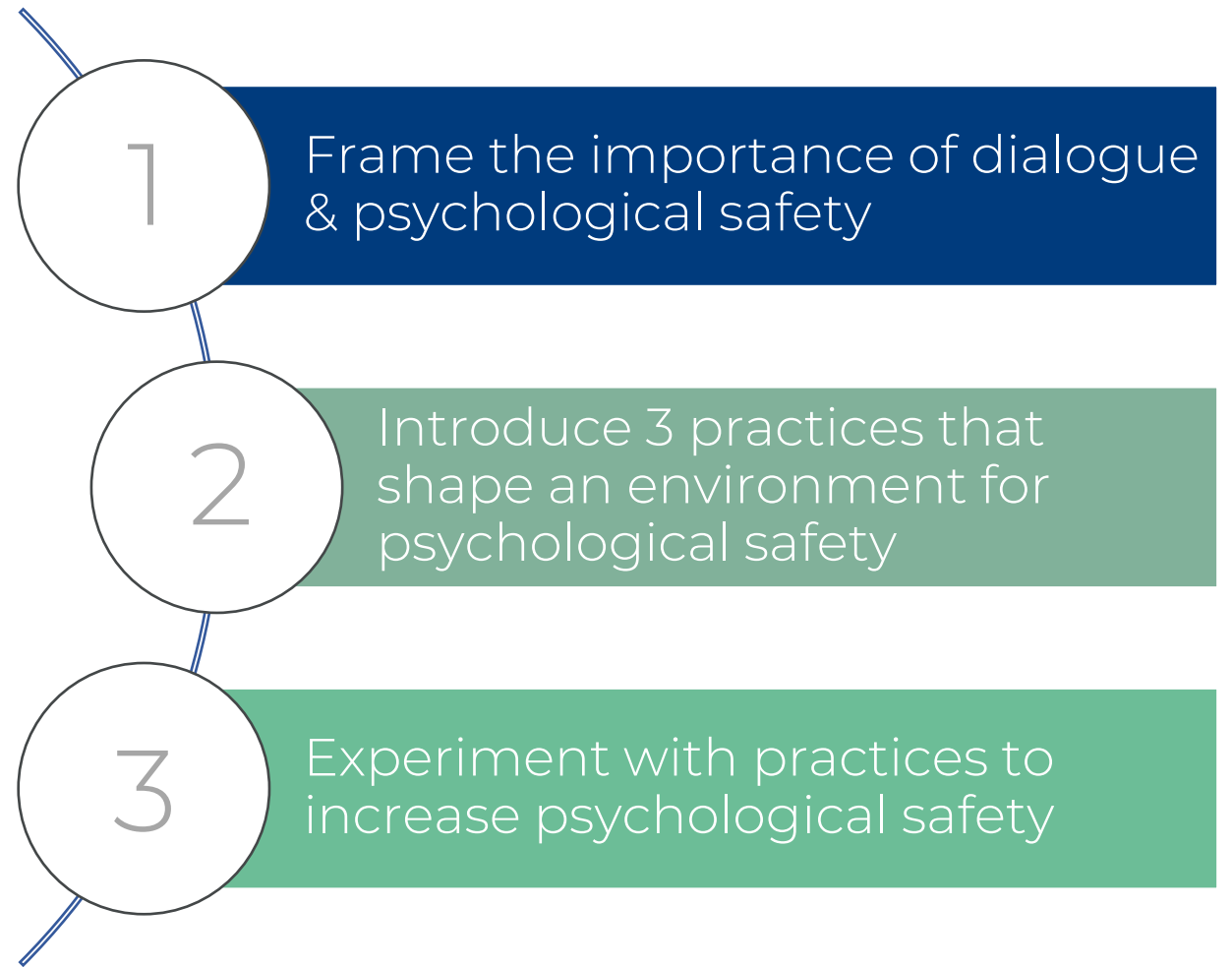
Shaping conditions for Psychological Safety

Date	Thursday 20 <sup>th</sup> 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	£289.00
Who should attend	People who are leading teams, especially those in work environments where effectively handling collaboration, experimentation, failure and uncertainty defines success.
Contact	<a href="mailto:Jonathan@alignmentcubed.com">Jonathan@alignmentcubed.com</a>
How to register	Register and pay via <a href="#">Eventbrite</a>
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



# 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.

ALIGNMENT<sup>3</sup>