



# Leading High Performing Teams

## Half day workshop for leaders

***A working environment where an individual feels psychologically safe elicits confidence, and therefore drives creativity, proactivity, and eagerness to share information with others.***

In our fast-paced working world, we need teams and team members who are able to innovate and collaborate, flexing in the face of changing circumstances and demands. Research demonstrates that a particular attribute of team culture is most important for enabling this type of high performance – a quality called “psychological safety”.

More than just supporting people’s wellbeing, psychological safety refers to “a shared belief that the team is safe for interpersonal risk taking.”\* It is only when there is this type of safety within a team that team members will bring their most innovative and courageous ideas, ask insightful questions, offer valuable feedback, and speak up rather than stay quiet. Research from a range of organisations—from hospitals to Google—demonstrate the unique value of psychological safety to improve team performance.

### **ABOUT THE TRAINING:**

While all people in a team have a part to play in creating a culture of high performance, leaders play a crucial role in setting the tone and the conditions for psychological safety. Umbrella’s *Leading High Performing Teams* workshop gives leaders greater clarity on the behaviours which help and hinder in building a high performing team culture, and practical skills to put into action immediately.

### **WORKSHOP OBJECTIVES:**

1. Understand what psychological safety is and why it is so important for a high performing team.
2. Recognise what happens in your brain when you are (or are not) feeling psychologically safe.
3. Use insights from psychological research to review the best ways you can boost psychological safety to build a high performing team through:
  - emotion regulation skills
  - building trust
  - developing high quality connections
  - supportive leadership
  - values-driven behaviour.
4. Create an action plan to help you recognise the things you do well and pick up new helpful strategies.

The training has been developed from best-practice research in organisational and positive psychology. The workshops are facilitated by Umbrella’s experienced psychologists who create a safe and supportive environment for learning and trying new ideas.

*“Really enjoyed this workshop, plenty of ideas to take away and put into practice with the team.”*

**Half day (4 hours) - Up to 12 people - Investment \$3750+gst**

\*Edmondson, A. C. (1999). Psychological safety and learning behaviour in work teams. *Administrative Science Quarterly*, 44(2), 350-383. doi:10.2307/2666999

**FOR MORE INFORMATION OR REFEREE DETAILS, CONTACT:**

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