

Build a **Fearless Team**

QUICK VIEW



100% Distance-Learning

Approximately:
2 hours

Managers

To succeed in the knowledge economy, companies need to ensure they are **tapping into the ideas, expertise and passion** of every employee. This is quite a challenge, especially when a culture of “fitting in” and “going along with things” prevails. In such an environment key information is not shared, disaster can strike, and people don’t learn from failures.

Of course it’s also true that not every idea is a good one, there are stupid questions, and dissent can slow things down—but this is no reason to silence the collective intelligence. This course explains why **a climate of psychological safety is crucial**; it allows people to feel comfortable enough to speak their minds and own and correct their mistakes. The course explores the benefits of instilling such a climate, in particular in terms of performance, creativity, learning, growth and physical safety. And it provides a **toolbox for nurturing such a culture of candor, engagement, listening, sharing, and co-creation**.

FOLLOW THE PATH

What is psychological safety?

①

What are the psychological mechanisms at play when employees don’t speak up?

②

Why should we care about psychological safety?

③

How can we set the stage for it?

④

How can we invite participation in a way that builds confidence that all voices are welcome?

⑤

How can we respond productively to foster continuous learning?

⑥



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The Novartis Professor of Leadership and Management at **Harvard Business School**, Edmondson was recognised by the biannual **Thinkers50** global ranking of management thinkers in 2011, 2013, 2015, 2017, and 2019; she received the Talent Award in 2017 and **ranked third** in 2019. She teaches and writes on **leadership, teaming, and organisational learning**, and her articles appear in management publications such as *Harvard Business Review* and *California Management Review*, as well as in top academic journals.

PROVEN
BENEFITS

Better performance
+
More powerful innovation
+
Improved worker safety
+
More effective failure prevention