

Leadership Redefined: Cultivating Psychological Safety to Enhance Employee Motivation, Engagement, and Productivity for Lasting Impact



06-07 March 2025



8, Kosta Outani str., 1076 Nicosia



08:30-15:45

The programme has been approved by the HRDA. Enterprises/ organisations participating with their employees who satisfy HRDA's criteria, are entitled to subsidy.



Scope & Purpose

The need for this training program stems from the increasing recognition that psychological safety is crucial for fostering high-performing teams. In many organizations, employees may withhold ideas, concerns, or feedback due to fear of negative repercussions, which stifles innovation, collaboration, and growth. Leaders must be equipped with the skills to create environments where team members feel safe to speak up, share ideas, and take risks without fear of judgment. This training is necessary to help leaders establish a foundation of trust and openness, enabling higher levels of engagement and innovation. This 2-day intensive training program will equip leaders with practical tools and strategies to build and maintain psychologically safe environments in their teams. By focusing on face-to-face interaction and tailored feedback, the program ensures participants leave with actionable insights for immediate implementation.



Objectives

The objectives are divided into Knowledge, Skills, and Attitudes for a comprehensive learning experience.

1. Knowledge Objectives:

By the end of the program, participants will be able to:

- Define psychological safety and explain its significance in workplace dynamics.
- Identify the core components of psychological safety, such as trust, communication, and inclusion.
- Understand how psychological safety drives motivation, innovation, and productivity in teams.
- Recognize and address barriers to psychological safety, including fear of failure and poor team communication.

2. Skills Objectives:

Participants will develop the skills to:

- Facilitate open and inclusive communication within their teams.
- Demonstrate active listening and empathy to foster a trusting environment.
- Provide constructive feedback that promotes growth and maintains psychological safety.
- Manage team conflicts while maintaining a supportive and safe environment.
- Develop and implement action plans to integrate psychological safety into daily leadership.



Objectives (cont.)

3. Attitudes Objectives:

By the end of the program, participants will:

- Adopt an attitude that values vulnerability and transparency as leadership strengths.
- Commit to fostering an inclusive and trust-based team culture.
- Embrace a growth mindset that encourages learning from mistakes and fosters innovation.
- Value continuous leadership development with a focus on psychological safety.



Target Audience

This program is designed for business managers, team leaders, department heads, and senior executives across various industries. It is aimed at leaders responsible for managing teams who wish to foster a culture of psychological safety to enhance employee engagement, motivation, and overall productivity.



Training Content & Detailed Schedule:

Each day consists of 6 hours of clear training, excluding breaks and meals.

Day 1: : Foundations of Psychological Safety and Leadership

08:30 – 09:30 Introduction and Overview

- Introduction to psychological safety, the training objectives, and its workplace relevance.

09:30 – 11:00 Defining Psychological Safety

- Concept, academic foundations, and why it matters for business outcomes.
- Case studies of organizations benefiting from psychological safety.

11:00 – 11:15 Break

11:15– 12:45 The Leader's Role in Psychological Safety

- How leadership behaviors foster or inhibit psychological safety.
- Group discussion: Reflection on personal leadership styles and their impact on team dynamics.

12:45 – 13:30 Lunch Break

13:30 – 15:00 Barriers to Psychological Safety

- Identifying and addressing common barriers like fear of judgment and communication breakdowns.
- Workshop: Identifying barriers within participants' own teams and brainstorming solutions.

15:05 – 15:15 Break

15:15 – 15:45 Day 1 Wrap-up

- Recap and reflection on key learning from Day 1, with a focus on leadership roles and barriers.



Training Content & Detailed Schedule:

Day 2: Building and Sustaining Psychological Safety

08:30 – 10:00 Building a Psychologically Safe Team Environment

- Key elements: Trust, inclusivity, and open communication.
- Practical strategies for building trust through active listening and empathy.
- Practical exercise: Facilitating open communication in team settings.

10:00 – 10:15 Break

10:15 – 11:45 The Role of Feedback and Conflict Resolution

- How to deliver constructive feedback while maintaining psychological safety.
- Managing conflict in ways that preserve trust and enhance team cohesion.
- Role-playing exercise: Practice feedback and conflict resolution skills.

11:45 - 12:30 Lunch Break

12:30 – 14:00 Embedding Psychological Safety in Daily Leadership Practices

- Practical tools and strategies for integrating psychological safety into everyday leadership.
- Developing action plans for participants to apply psychological safety principles in their teams.

14:00 – 14:15 Break

14:15 – 15:45 Action Plan Presentation and Peer Coaching

- Participants present their action plans and receive peer feedback.
- Final reflections and commitment to continuous improvement.



Training Method

The program will be delivered in a face-to-face format to maximize interaction, practical learning, and immediate feedback. The benefits of face-to-face delivery include:

- Direct interaction between trainers and participants, allowing for real-time feedback and clarification.
- Hands-on practice through role-plays, group discussions, and workshops that give participants the chance to apply peer support principles in real-world scenarios.
- Collaborative learning environment where participants can share experiences and learn from each other's challenges and successes.
- Immediate coaching during exercises, helping participants refine their leadership and peer support skills.



Certificate of Attendance

Upon completion of the entire training program, a Certificate of Completion will be awarded to participants who successfully complete the program.



Pricing and Language

- The training program is approved by HRDA. Companies/Organizations participating with their employees who meet the requirements of HRDA will be eligible for the corresponding subsidy.
- The training will be conducted, and the notes will be provided, in both Greek and English.
- Participation cost: €140. Total cost: €380. HRDA subsidizes €240. No VAT is charged.



Registration Deadline

- Registrations must be made no later than February 27, 2025. Registrations will be processed on a first-come, first-served basis.
- Please note that final registration must be completed on the HRDA platform - ERMIS.
- Upon registration, an invoice for €140 will be sent to you. The payment must be settled electronically, referencing the invoice number, prior to the start of the seminar.



The Facilitator

Vangelis Demosthenous holds an MSc in Human Factors & Safety Management. He delivers a range of topics related to SMS and Human Factors. He had worked for 18 years as a supervisor and a licensed aircraft engineer for Cyprus Airways. He is a member of the EASA Human Factors Collaborative, Advisory Group and other related committees for over 20 years. He has worked in the development of the current EASA human factors and SMS requirements. He has for many years been active in Aircraft Engineers International.



For any information or clarification, you can contact us at (+357) 22 449088 or via email at info@kratisconsulting.com. Please note that the final registration must be completed through the HRDA platform, "ERMIS."

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