

# Creating a Psychologically Safe Workplace

– CMI Level 7



CMI Awards

**FINALIST**

Outstanding Training  
Provider of the Year 2022



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## Duration

Two teaching days

## Validating Body

CMI

## Overview

In the midst of economic and business uncertainty, change is the only constant. In these uncertain times, there is a significant need for leaders to identify personal strategies for their own physical and emotional resilience and be able to promote these behaviours across their organisation. This can only happen if organisations create psychologically safe places.

What exactly is psychological safety?

It's a term that's used a lot but is often misunderstood. In this training piece, we answer the following questions:

1. What is psychological safety?
2. Why is psychological safety important?
3. How has the idea evolved?
4. How do you know if your team has it?
5. How do you create psychological safety?
6. What are common misconceptions?

The Creating a Psychologically Safe Workplace course has been designed to equip leaders with the practical skills, techniques and tools to perform more resiliently and support the teams to do so through ensuring psychologically healthier and safer environments, for themselves and their employees.

Psychologically safe organisations overcome an ever-evolving, complex and challenging environment whilst driving performance and growth.

## Who is this course for

The Creating a Psychologically Safe Workplace has been designed for leaders, senior executives and Directors who directly lead/manage people, teams or projects. This course is especially beneficial for leaders who work in challenging, high pressured and emotionally demanding environments, or Professionals who recognise the benefits of enhancing their own resilience and the resilience of their teams through creating psychologically safe environments within the workplace.

### Benefits

This course will help you:

- Understand what psychological safety is and the impact it has on a leader and a business
- Understand how the idea has evolved as a theory and practice in the modern business world
- Identify how to know if your organisation and team has it
- Learn how do you create psychological safety
- Understand the common misconceptions

## Learning Outcomes

On completion of this course, delegates will:

The aim of this 2-day course is to enable leaders and managers to operate more effectively by developing a resilient mindset and through the utilisation of effective tools and techniques.

Participants will develop an in-depth understanding of resilient leadership strategies and techniques, identifying how to best integrate key elements into their own leadership approach.

Participants will:

- Explore the different dimensions of psychological safety strategies, wellbeing and leadership
- Have a clear understanding of an inclusive leaders' role in overall leadership and effective management of the organisation
- Explore their self-awareness and develop approaches to reduce anxiety and stress
- Learn how to stay calm, focused and keep your confidence high in challenging situations, leading to better decision making
- Understand how to inspire, influence and build high performing and resilient teams using psychological safety strategies
- Improve their resilience enabling them to perform at their peak both professionally and personally
- Increase their agility and ability to respond to change and pressure and support the workforce to do the same
- Learn how to better manage working relationships to be close enough to influence yet distant enough to lead effectively
- Be equipped with psychological safety strategies and management skills to enhance team wellbeing, performance, collaboration and agility
- Confidently be able to deploy a range of resilient management techniques and tools in a professional environment
- Develop individual and/or group action plans focused on creating a more resilient and productive workplace
- Learn how to lead from a place of clarity, calmness and confidence

## Qualification

### **CMI Level 7 Award in Strategic Management and Leadership Practice**

Following completion of the Creating a Psychologically Safe Workplace Course, learners can opt to continue their studies by completing a CMI Level 7 Award in Strategic Management and Leadership Practice. This qualification is designed for practising middle managers and leaders at operations, division, departmental or specialist level, who are typically accountable to a senior manager or business owner.

Learners are required to complete one 4,000-4,500 word written assignment. Units to be completed include:

- 702: Leading and Developing People to Optimise Performance

#### **Benefits of completing the qualification include:**

##### **For learners:**

- Enables learners to develop the professionalism to deliver impact and behave ethically.
- Enables learners to develop an in-depth understanding of how to effectively lead and develop people.
- Provides the opportunity to demonstrate a commitment to continual learning and development.
- Accredited management and leadership qualification and certificate on completion.

##### **For organisations:**

- Learners will build on their strategic management and leadership skills to focus on the requirements of embedding the organisation's strategy.
- Provides skills and behaviours to drive core business activities.
- Delivers skills to optimise organisational performance through the effective leadership and development of people.

#### **Learners also receive:**

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our [CMI FAQs](#) to find out more about how the qualification works.

## 2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated its 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

## Agenda

The course is highly interactive and contains a variety of practical exercises and group work.

### **Session One: Exploring and Understanding the Importance of Psychological Safety**

Key themes include:

- What is psychological safety and the four core pillars
- How radical candour impacts psychological safety
- The role of civility in psychological safety
- Encouraging a 'speak up' culture
- How to build a psychological safe strategy that meets human requirements and characteristics

### **Session Two: Building and embedding Psychological safety in the workplace**

Key themes include:

- Identifying successful key psychological safety strategies: organisation level, team level, personal level.
- Tools and techniques for building psychological safety strategies
- Model psychological safety skills and tools in your workplace
- Harnessing a culture that supports psychological safety
- Ensuring the wellbeing of others and your team

## Tutors

### **Kim Rutherford**

Kim Rutherford is a Psychotherapist, Author, Leadership Consultant, Life Coach, Founder of the unique 8Wise™ Method and host of the Live The 8 Wise Way podcast. She is a mental wellness specialist.

With over 30 years' experience of mental health and psychological wellbeing, both personally and professionally, and also a 15 year international career in people development as a senior manager, Kim is very passionate about supporting others to develop a healthier, happier mind, and a clear focus in their life through practical tangible methods.

### **Caroline Bainbridge**

Caroline is a qualified and experienced psychoanalytic consultant. She takes a distinctive approach to her consulting work with groups and organisations, paying special attention to what lies beneath the surface of everyday experience at work. The emotional dynamics of work impact on teams in ways that often go unnoticed. Caroline is an expert in working sensitively to create new understanding for teams, helping to improve work relationships and to bolster productivity. She is also able to advise on change management and business development.

Caroline trained at the Tavistock and Portman NHS Trust between 2012-2014, gaining her MA Consultancy and the Organisation: Psychoanalytic Approaches. She has provided consultancy services to diverse clients including a major news magazine, a charity focused on homelessness and addiction, a theatre group, a university, a psychoanalytic governing body, and a local grassroots regeneration organisation

Caroline is a registered and experienced Analytic Network Coach, and a registered member of the Eco-Leadership Institute. She brings a careful eye and a sensitive ear to her coaching practice, focusing on your experience to help you to shape strategies, and to thrive while developing skills for the future.

Caroline has a special interest in working with young people, leaders, and aspiring writers, helping them to make strategic choices about issues linked to professional and educational development. She offers coaching packages and bespoke programmes according to your interest and need.

