STARBUCK™ & Associates

STARBUCK ACADEMY · GROW · PROGRAMME BROCHURE

Psychological Safety in Teams

Building teams where people speak up, learn and perform

A practical online programme for managers and team leaders who want to build a team where people speak up, share ideas, admit mistakes and challenge each other well. Ten short video lessons, each with a practical tool and a workplace task, so your learning turns into action.

- 10 video lessons of about 3 minutes
- 10 practical team tools
- 6 estimated learning hours
- 12 months' access
- Certificate of completion
- **CPD accreditation in progress**

£149

per person, per year, VAT included. Annual subscription.

academy.starbuckassociates.com
/courses/psychological-safety-in-teams/

ABOUT THE PROGRAMME

Why psychological safety makes a difference

Research by Professor Amy Edmondson and Google's Project Aristotle shows that how a team works together matters more than who is on it, and psychological safety sits at the heart of it. When people feel safe to speak up, problems surface early, ideas flow and mistakes become learning. This programme gives you practical ways to read the climate in your team, understand your own impact and build the everyday habits that make it safe to speak up, while keeping standards high.

Who it is for

Managers and team leaders at any level, from new managers to experienced leaders who want a more open, engaged and higher-performing team. It suits leaders of office-based, frontline, hybrid and remote teams.

What you will be able to do

By the end of the programme you will be able to:

01 Explain what psychological safety is, what it is not, and why it makes a difference to team performance

02 Assess the current level of psychological safety in your own team

03 Recognise how your own words and behaviour raise or lower safety in the moment

04 Set expectations and invite participation so every voice is heard

05 Respond to questions, concerns and bad news in ways that encourage people to speak up again

06 Treat failure as learning while keeping high standards and clear accountability

THE PROGRAMME

Ten lessons

Each lesson is a short video of about 3 minutes, with lesson notes, a practical tool and a workplace task so you can use it straight away. A five-question knowledge check closes every lesson.

01 What psychological safety really is
A shared belief about interpersonal risk, what it is not, and the learning zone.

02 Why it matters
What Google found, early warning of problems, learning, wellbeing and the cost of silence.

03 Reading your team
Signs of low and high safety, and running an anonymous team pulse check.

04 Your impact as a leader
The messages you send, modelling fallibility, curiosity and managing your reactions.

05 Setting the stage
Framing the work, connecting voice to purpose, team norms and clarity.

06 Inviting participation
Better questions, hearing every voice, useful structures and hybrid teams.

07 Responding productively
Thanking the messenger, responding to ideas and bad news, and closing the loop.

08 Learning from failure
Types of failure, fair responses, blame-free reviews and going first.

09 Safety and high standards
Accountability, candid feedback, healthy conflict and difficult conversations.

10 Making it last
Routines, measuring progress, growing it in others and looking after yourself.

WHAT YOU GET

What is included

- Ten short video lessons you can watch on any device
- Lesson notes, workbook pages and a practical tool for every lesson
- The full Psychological Safety in Teams workbook and toolkit to download once you have enrolled
- A five-question knowledge check at the end of each lesson
- A Starbuck & Associates certificate of completion showing 6 estimated learning hours
- 12 months' access, so you can work at your own pace

How your learning time adds up

Your 6 estimated learning hours are made up across ten lessons of about 36 minutes each:

- Watching the ten short lesson videos: about 30 minutes (about 3 minutes each)
- Reading the lesson notes and workbook pages: about 1 hour 40 minutes (10 minutes each)
- Working through the practical tool for each lesson: about 1 hour 40 minutes (10 minutes each)
- Planning and carrying out each workplace task: about 1 hour 40 minutes (10 minutes each)
- Completing the five-question knowledge check after each lesson: about 30 minutes (3 minutes each)

Total: 6 estimated learning hours. The pass mark for each knowledge check is 80% and you can retake it as many times as you need.

Who designed it

Designed by ICF credentialed coaches at Starbuck & Associates, led by Paul Starbuck, our Founder and CEO and an ICF Master Certified Coach (MCC). Every lesson draws on our coaching and leadership development work with organisations in the UK, Europe and internationally.

For teams and organisations

Buying for a group of managers? We can set this programme up for your whole team, on its own or as part of a wider academy for your organisation. Email academy@starbuckassociates.com and we will put a proposal together.

ENROL TODAY

£149 per person, per year inc. VAT

Enrol online and start lesson one straight away. Every programme carries our 14 day money back guarantee.

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