PROFESSIONAL DEVELOPMENT TRAINING

09 884 0762

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1.0 DAY COURSE

Challenger Safety

Challenger safety is a dimension of Psychological safety that ensures individuals feel secure and confident to question the status quo, provide candid feedback, and suggest innovative ideas without fear of reprisal or negative consequences. It fosters an environment where dissenting opinions are valued, and team members are encouraged to engage in constructive dialogue and critical thinking to drive improvement and innovation.

Key Elements of Challenger Safety:

1. Open Communication: Encouraging transparent dialogue where team members can freely express their thoughts and opinions.

2. Constructive Feedback: Promoting an environment where feedback is given and received positively, focusing on improvement rather than blame.

3. Leadership Support: Leaders play a crucial role in modeling and reinforcing behaviours that support challenger safety.

4. Cultural Norms: Establishing a culture that values diverse perspectives and respectful disagreement.

Importance:

- **Innovation: Enables teams to explore new ideas and solutions.**
- **Continuous Improvement: Drives organisational growth by challenging outdated practices and assumptions.**
- **Employee Engagement: Increases employee morale and engagement by making them feel their contributions are valued.**

Challenger safety is essential for creating a high-performing, resilient organisation capable of adapting to change and overcoming complex challenges.

This PD Training course is designed to provide participants with the skills and knowledge needed to build and maintain a psychologically safe workplace. It covers the key elements of psychological safety, focuses on challenger safety, and offers practical strategies for fostering a culture of respect and trust.

Looking for a 3-hour Online Live version of the course? Click Here to View Our 3-Hour Virtual Challenger Safety Skills Courses.

What You'll Gain:

Fostering challenger safety is essential for creating an environment where employees feel safe to voice their ideas and concerns without fear of negative consequences. By understanding and implementing the principles of psychological safety, organisations can promote open communication, innovation, and collaboration.

Challenger safety is about creating a workplace where employees feel empowered to express ideas, challenge the status quo, and provide constructive feedback without fear. This interactive training program equips participants with the tools to foster such an environment, enhancing overall team performance and innovation.

Outcomes

After completing this course, participants will:

- Understand the concept of psychological safety and its importance in the workplace.
- Identify and implement the priciples of challenger safety.
- Develop skills to encourage open communication and respectful dissent.
- Recognise and overcome barriers to psychological safety.
- Create and sustain a culture that promotes innovation and collaboration.

Modules

Lesson 1: Getting Started

- Pre-Assignment Review
- Workshop Objectives
- Action Plans

Lesson 2: Introduction to Psychological Safety

- Definition and Importance
- The Four Stages of Psychological Safety
- Group Activity: Sharing experiences of Psychological Safety

Lesson 3: Deep Dive into Challenger Safety

- Definition and Role of Leadership
- Benefits of Challenger Safety
- Case Studies and Examples
- Video Presentation and Discussion

Lesson 4: Skills for Promoting Challenger Safety

- Encouraging Open Communication
- Techniques for Constructive Feedback
- Role-Playing Exercises
- Interactive Workshop: Developing a feedback framework

Lesson 5: Overcoming Barriers to Challenger Safety

- Identifying Common Barriers
- Strategies for Overcoming Barriers
- Group Discussion and Brainstorming Session
- Action Planning: Addressing Identified Barriers

Lesson 6: Implementing and Sustaining Challenger Safety

- Steps for Integration
- Role of HR and Management
- Measuring Impact
- Continuous Improvement Strategies
- Reflection and Q&A

Talk to our expert team

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