

YOU CAN ONLY TEAM UP
INTELLIGENTLY IF IT IS SAFE TO DO
WHAT IS SCARY

Sparring with Psychological Safety



Presented by:




TEAMING LABS



DRAGONFLY

company



Sparring with Psychological Safety is an interactive PowerClass for teams presented by Dragonfly Company and Teaming Labs. Specific goals for this team training are:

- Strengthen a team's wirearchy & deepen team connections
- Create a shared understanding of psychological safety and address its essence in a safe, positive and experience-based manner
- Connecting the essence of Psychological Safety with that of Intelligent Teaming
- Create the awareness & skills for team members to foster an open dialogue within the team
- Offer handrails and tools for teams to explore and leverage the diversity of thought within their teams openly and collaboratively

About Psychological Safety

When team members place their ideas and concerns everywhere except in the board room, 'intelligent teaming' will be hard to accomplish. The concept of psychological safety is therefore a much-discussed topic. But what exactly is psychological safety? What makes it essential for your team? How do you build this safety?

"Sparring with Psychological Safety" gets leaders and team members moving, literally and figuratively. While playing, boxing, and reflecting together, your team learns how to become each other's sparring partner, what makes it essential, and experience, recognise, and respond to the concept of psychological safety at its core.

"THESE DAYS, I CAN'T SAY ANYTHING ANYMORE"

"Psychological safety is actually a dreadful term," says learning- and development specialist and team facilitator Laura Jansen. "It's more likely to give you the shivers than to inspire action. Yet, psychological safety is essential. Only when team members can speak freely and are being listened to, does a team have the resilience, flexibility, and strength to team up intelligently and stay healthy." It's clear that speaking freely and reflective listening can often be problematic; only a mere 20% of companies and organizations manage to foster collaboration among teams effectively (Keller & Price, 2011).

"And yet, we spend a whopping 85% of our working time on collaboration (Van der Loo & Patrickson, 2022). Laura: "It's important to shed light on the concept of psychological safety because there's a lot we can and should do differently when it comes to teaming. At the same time, this attention also brings about a tension. People who are well-intentioned and who want to 'do it right' can feel pressured and become cautious not to step on anybody's toes. In the end, this cautiousness does little for your team except limiting it. Another disadvantage of this spotlight on psychological safety is that it can be used incorrectly, tempting team members to claim not to 'feel safe' at the slightest thing, without actually addressing the core issue

"WITH ALL THAT WALKING-ON-EGG-SHELLS, WE ONLY BECOME MORE INDIRECT WITH EACH OTHER"

Change manager and certified boxing coach Wendy Manders says, "By constantly walking on eggshells, we only become more indirect in our communication with each other. Psychological safety calls for a different way of engaging in dialogue, but without tools to achieve this, we end up doing the exact opposite; our conversations harden, turn rigid, or even silent." Our PowerClass "Sparring with Psychological Safety" wants to make this concept tangible, allowing people to experience what psychological safety is and how it works at a team level. Wendy adds, "From experience, I know that you only truly recognise something when you've experienced it on a physical level; after all, the body doesn't lie. Moreover, boxing serves as an excellent metaphor. Just like boxing and sparring, psychological safety is about making it safe to do the challenging, only then can we grow stronger together and achieve better performance."



"MAKE IT SAFE TO DO WHAT IS SCARY"

The tricky thing about psychological safety is that:

- We often don't have a clear understanding of what it means.
- We believe we're doing it right because we have good intentions.
- We focus on tasks and content, rather than on team processes and dynamics.

Laura explains; "The combination we offer between movement and process work ensures that you not only conceptually understand psychological safety but also enable you to recognise and respond to it in practice. This allows each member to take on their own role in building psychological safety, moving beyond mere willingness and pointing fingers at each other. In the end each member is essential in building the psychological safety needed for intelligent teaming."

"It made an impact, to physically experience what psychological safety is, to realise how important the balance between 'Care & Dare' is. Those two words made it go from a vague and complex concept to something concrete and actionable."

(Ilse Boontje, Manager Projecten & Trajecten, NS)

About the facilitators

Wendy Manders is the founder of Dragonfly Company, a company specialising in guiding organisations through the processes of change. With years of experience coaching executives, teams, and change initiatives, her approach focuses on creating the safety and connections to drive results. She achieves this by employing methods such as lean, strategy deployment, six sigma, agile, organisational behavioural management, and RealDrives. Additionally, as an accredited boxing coach, she gets teams moving to foster growth by putting on some boxing gloves.



www.dragonflycompany.nl



Laura Jansen is an educationalist, facilitator and founder of Teaming Labs. Working internationally, she collaborates with a wide range of teams, from first-responders, financial institutions, sports industry, security- and government agencies, to educational teams. Laura primarily works with teams in the areas of decision-making, communication, and reflexivity and is an expert in the concept of psychological safety. As a speaker and trainer, she advocates for every team that aims to speak boldly, listen reflectively, and collaborate optimally.



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By Moving Together
We become Stronger