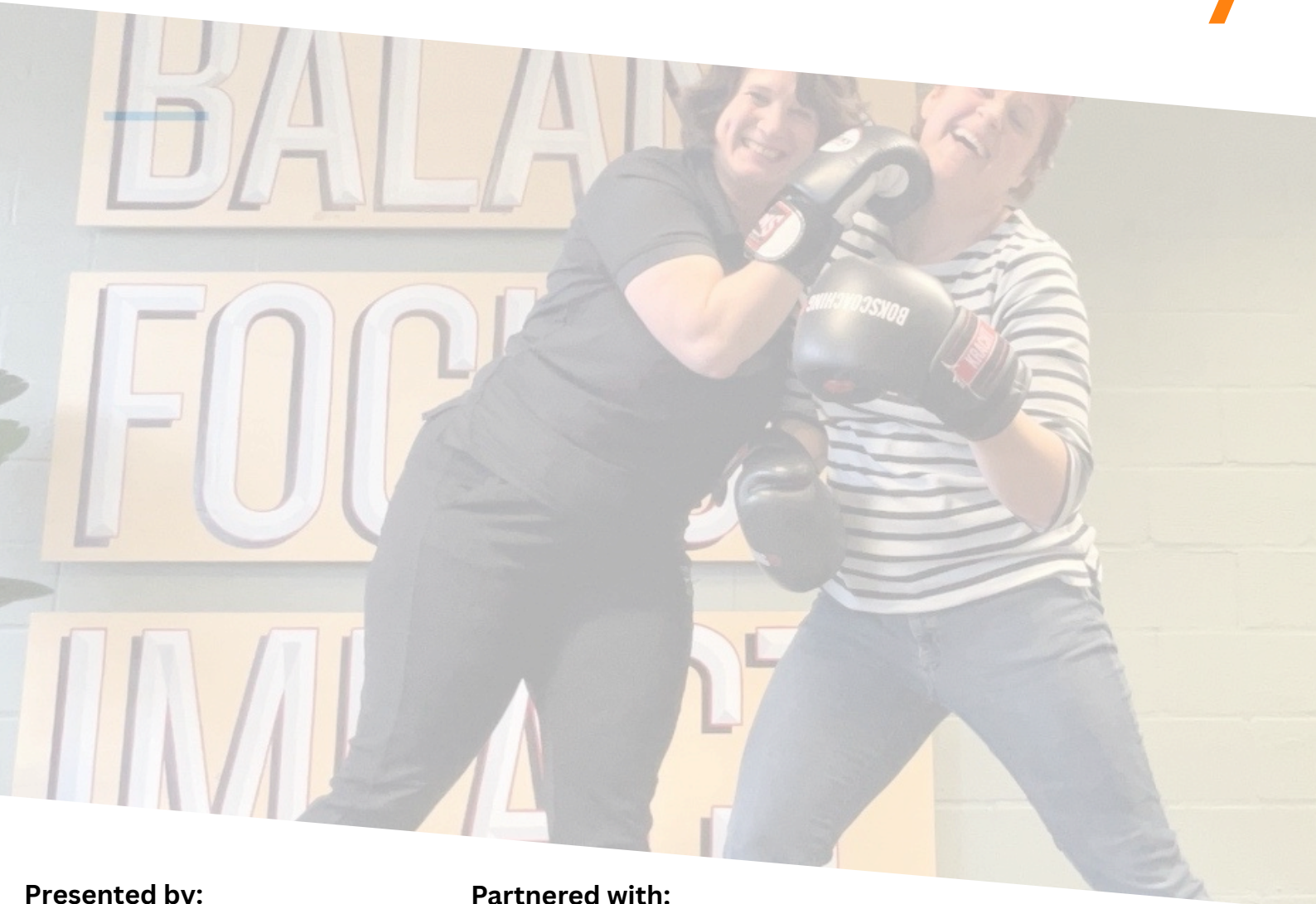


YOU CAN ONLY TEAM UP
INTELLIGENTLY IF IT IS SAFE
TO DO WHAT IS SCARY

Sparring with Psychological Safety



Presented by:



TEAMING LABS

Partnered with:



DRAGONFLY
company

Overview

Sparring with Psychological Safety is an interactive PowerClass for teams presented by Teaming Labs® in partnership with Dragonfly Company. 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 awareness & practical skills for members to foster open dialogue
- 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 Teaming Labs Founder 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. However, speaking freely and listening reflectively 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" brings this concept to life, 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 what's challenging, only then can we grow stronger together and achieve more."

"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)



"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 way we move beyond the leader, pure willingness, or expecting the change to come from someone else. Instead, we focus on you: what can you do to help build the psychological safety needed for intelligent teaming?"

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 intelligent teaming, which focuses on decision-making, resistance and conflict, inquiry and 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**



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