



FLAG ACADEMY

CREATING PHYSICAL, EMOTIONAL & PSYCHOLOGICAL SAFETY

WORKSHOPS | TRAINING PROGRAMS | COACHING

EXPANDED WORKSHOP SERIES: BUILDING HIGH -PERFORMING TEAMS

*BUILD A HIGH TRUST, HIGH-PERFORMANCE CULTURE THROUGH
PSYCHOLOGICAL SAFETY*



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WORKSHOP SERIES

1. Psychological Safety Foundations (Staff Version)

Audience: All employees

Duration: 90 min

Pax: Unlimited

Focus & Outcomes:

Establishes a shared understanding of psychological safety and the behaviours that build or break it. Participants learn how everyday actions — from listening and feedback to inclusion — directly impact trust, innovation, and performance.

2. Leading High-Performing Teams (Leadership Intensive)

Audience: Managers & Team Leads

Duration: 8 hrs (2 x half day or 4 x 2 hrs)

Pax: Maximum 20 participants to provide the opportunity for active engagement

Focus & Outcomes:

The *how-to* for leaders to implement psychological safety as the foundation for performance. Leaders learn to diagnose safety gaps, model vulnerability, lead tough conversations, and handle conflict without shutting people down. Includes a toolkit for ease of implementation.

3. Active Listening & Communication Intelligence

Audience: Mixed or team-specific groups

Duration: 2 hrs

Pax: Maximum 20 participants to provide the opportunity for active engagement

Focus & Outcomes:

Enhances emotional intelligence and communication awareness. Participants identify their listening style, interpret non-verbal cues, and practice curiosity-driven dialogue that prevents misunderstanding and disengagement. Builds empathy and connection across diverse teams.

4. The Power of Feedback: Giving, Receiving & Asking for It

Audience: All employees

Duration: 2 hrs

Pax: Maximum 20 participants to provide the opportunity for active engagement

Focus & Outcomes:

Feedback becomes a growth habit instead of a threat. Participants learn structured, psychologically safe methods for giving and receiving feedback, using behaviour-based language and open dialogue. This session normalises continuous learning and creates a culture of improvement.

5. Healthy Conflict Resolution

Audience: All employees or mixed teams

Duration: 2 hrs

Pax: Maximum 20 participants to provide the opportunity for active engagement

Focus & Outcomes:

Develops confidence in addressing tension and disagreement constructively through realistic, scenario-based practice. Participants explore real workplace examples of miscommunication, differing perspectives, and peer conflict, and learn how to respond safely and productively. They'll practise de-escalating situations, holding courageous conversations, and repairing relationships without blame. This training turns theory into lived experience — equipping teams with conflict resolution skills that build trust and sustain high performance.

6. Running Psychologically Safe Meetings

Audience: Leaders, Managers & Project leads

Duration: 90 mins

Pax: Maximum 20 participants to provide the opportunity for active engagement

Focus & Outcomes:

Develops facilitation habits that make meetings energising and inclusive rather than draining. Covers purpose clarity, agenda design, time boundaries, hybrid participation, and feedback loops. Participants learn to flatten hierarchy, model vulnerability, and close sessions with alignment and accountability. Meetings become a living practice ground for psychological safety.

7. Team Values, Behaviours & Social Contract Workshop (Advanced optional add-on)

Audience: Whole Teams

Duration: 3 hrs (or 2 x 90 mins)

Prerequisites: Psychological Safety Foundations for staff & Leadership Intensive

Focus & Outcomes:

A hands-on team-building session where members co-create shared values, identify “in and out” behaviours that define safe conduct, and formalise these into a Social Contract. This workshop builds ownership, clarity, and accountability for living the culture they want.

8. Measuring & Maintaining Psychological Safety (Optional add-on)

Audience: Leadership & HR

Duration: 2 hrs

Pax: Maximum 20 participants to provide the opportunity for active engagement

Focus & Outcomes:

Introduces a practical approach to measure and track psychological safety using pulse surveys and qualitative reflection. Participants learn how to interpret results, hold post-survey conversations, and use the Post-Survey Action Guide to target improvements. Creates a baseline and accountability for cultural progress.

9. Continuous Improvement & Team Reflection Tools (Advanced optional add-on)

Audience: Whole Teams

Duration: 2 hrs

Prerequisites: Psychological Safety Foundations for staff & Leadership Intensive

Focus & Outcomes:

Focuses on sustaining psychological safety through continuous learning. Introduces tools like TRIZ, Do-Discuss-Decide, Retrospectives, the Andon Cord, and the Fear Conversation. Encourages teams to proactively identify risks, talk openly about mistakes, and co-create solutions — turning safety into a living practice.

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CONTACT US

For more information about any of the workshops in this expanded workshop series, please contact Ann.

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FEATURED CLIENTS

