

# Psychological Safety Train The Trainer: Concepts, Practices and Measurement.



PRESENTED BY

**Thomas Geraghty & Jade Garratt**



SERIES SESSIONS

Date	Time
May 06, 2024	8:30 AM - 3:30 PM
May 07, 2024	8:30 AM - 3:30 PM



LOCATION

**DoubleTree by Hilton West Edmonton  
Hotel - 16615 109th Avenue North West**

FEE

**\$1,300.00**

QUESTIONS?

Contact Us:

[nrlc@arpdc.ab.ca](mailto:nrlc@arpdc.ab.ca)

[780-882-7988](tel:780-882-7988)

REGISTER ONLINE

Visit our website to register:

[nrlc.net](http://nrlc.net)

## Learning Opportunity

This session is designed for school organizations and is intended to provide attendees with a strong grounding in the concepts and practices of psychological safety, confidence in creating enthusiasm for it amongst leaders and teams, and establishing a psychological safety program within your school organization. Participants will also have access to the [Psychological Safety Action Pack](#) resources and the ability to modify and adapt resources to suit your school division's needs.

Training concepts include:

Day 1:

- The history of psychological safety, theory, research and evidence.
- Examples of disasters and successes in relation to psychological safety.
- The benefits and outcomes of increasing psychological safety.
- How to build and maintain psychological safety in and across teams.
- Workshops, practices, methods and tools to build psychological safety.
- Examples from different industries - aviation, manufacturing, healthcare and education.
- Team charters, personal user manuals, team APIs
- Psychologically safe behaviours

- Hierarchies and Power
- Inclusion and diversity, inc. national culture and neurodiversity
- Westrum's Organizational Typologies
- Becoming familiar with the structure and application of the Action Pack and how to use the tools and practices in it.

Day 2:

- Preparing to measure psychological safety
- The risks of measurement
- Measurement in long and short-lived teams
- How to design a psychological safety survey
- Analysis and actions to take
- Sociological research practices and research ethics
- Wrapping up, Q&A
- Time for school division teams for next steps planning
- Retrospective and celebration

Participants will walk away being able to champion psych safety and facilitate the exercises to build capacity in their buildings.

## Presenters

### Thomas Geraghty

After completing a degree in ecology, Tom's first job title was "Experimentalist". From there, he's gone from IT and engineering to CIO, CTO and to being an organizational change consultant. Tom once worked in an environment that cultivated fear. Where people were afraid to speak up, suggest new ideas and admit mistakes. The business suffered and was going backwards. And people weren't happy. Needless to say, he didn't stay there very long. But from experiencing how not to do things, it made him driven to learn and teach others how to do things. To help organizations create an environment that promotes change, experimentation and support. Tom founded [Iterum Ltd](#) as a vehicle to deliver a new approach to training and consultancy around the world of work. Iterum has clients globally, including healthcare, aviation, manufacturing and technology, and is the organization behind [psychsafety.com](#). Today, [Psych Safety](#) is the primary source of psychological safety content around the world. A continuously evolving platform that pulls together all of Tom's, and others', resources for others to benefit from. Tom is also a father, an avid mountain biker, and studying for a Master's Degree in Global Public Health.

### Jade Garratt

With a degree in Physics from Oxford and many years' experience in teaching, leadership development, and curriculum design, Jade is an expert in education and facilitation, and is currently researching for a PhD in Educational Practice. Having amassed 15 years of hands-on experience, Jade's expertise in teaching, curriculum design, learning development, and leadership has championed the creation of more inclusive, engaging, and psychologically safe

classrooms. Trust, openness, and mutual respect are her guiding principles in education. Jade helps to design all our courses, workshops, tool kits, and other sessions to ensure they deliver the outcomes that you want, and delivers sessions herself on facilitation practices, teaching & training, and leadership development. When she's not working, Jade is a big fan of tea, cake, running and yoga. Spending time outdoors with her family is what she values most, and she's a firm believer that nature is one of life's best classrooms.

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## Registration Notes

Please note, if minimum participant registration requirements are not reached at each location, all registrants will be rescheduled to the May 6 & 7 dates in Edmonton.