

Online Certification Program



Building Teams through Psychological Safety



TEAM·AS·ONE
WHEN A TEAM CONNECTS

www.teamasone.com



MAXIMUM 12 PARTICIPANTS



Building Teams through Psychological Safety

An online program on building high-performance and sustainable teams leading to the recognition as Team Psychological Safety certified facilitator

OBJECTIVES

At the end of the program, participants will be able to

- ✓ Understand the concept of TPS (team psychological safety), its elements and foundations;
- ✓ Master the TPS measurement and understand in-depth the TPS report;
- ✓ Design interventions and adjust working routines based on the TPS results to increase and sustain team performance.

PROGRAM FRAMEWORK

- TPS, its elements and foundations
- Measuring TPS and using the team report
- Strengthening the team based on TPS results
- Building a sustainable team

FOR WHO ?

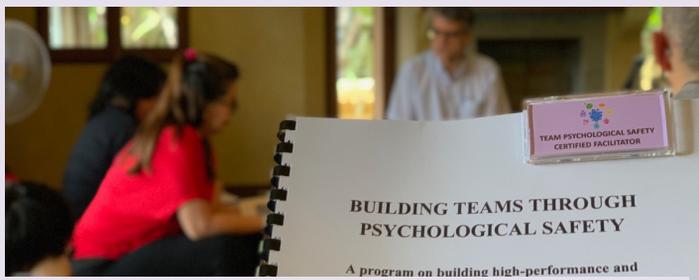
Leaders and HR business partners who want to get more out of their teams in a sustained way. Consultants, facilitators and coaches who want to bring sustainable improvements in the teams they work with, during and after their mission.

CERTIFICATE and LICENCE

Program graduates receive a certificate, become licenced TPS facilitators and can order the TPS report for use with the internal or external teams they work with.

METHODOLOGY

Participants will discover the concept of team psychological safety, the theoretical origins and components, and apply the concept on sample cases. They will design interventions using TPS as a foundation on which to build team effectiveness and efficiency, and to sustain the team performance. Participants' prior experiences are key to apply the program concepts in actionable strategies.



PROGRAM DESIGNER AND FACILITATOR

Peter Cauwelier, PhD, is an expert in team development. He is a WIAL Master Action Learning Coach, IAF Certified Professional Facilitator and Certified Team Performance Coach. This program is based on the work he has developed theoretically in his PhD on team learning, practically in working with teams across Asia and summarized in his book « The Untapped Team Advantage ».



PRACTICAL INFORMATION

- Program structure: 4 online sessions of 150 minutes with pre-reading each time
- Session dates / times : to be announced
- Participant fee: 325 US\$**
- Sign up at peter@teamasone.com

** includes one TPS report (value 300 US\$) to be used within 12 months

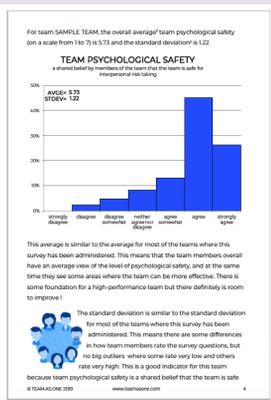
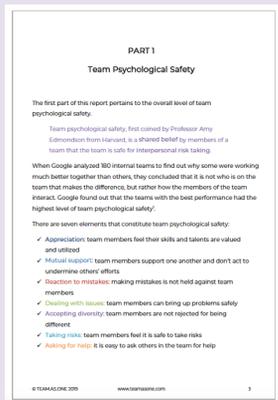
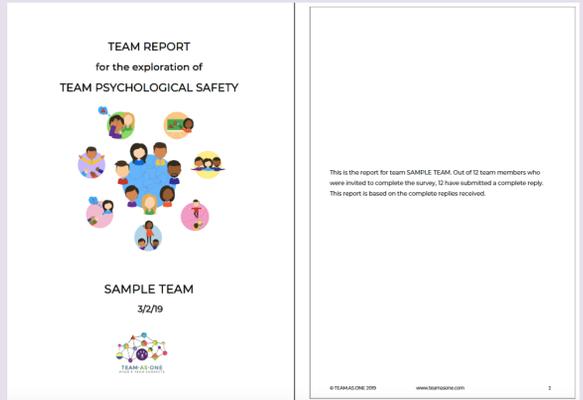


What is Team Psychological Safety ?

Team Psychological Safety (TPS) is the shared understanding by members of a team that the team is safe for interpersonal risk taking (Amy Edmondson, Harvard). In Google's internal research on the effectiveness of 180 teams, TPS had by far the biggest impact on team performance (project Aristotle 2015). TPS is the foundation of continuous learning in a team.

Measuring TPS

TPS in a team is measured anonymously through a simple seven statement survey. In addition, three customized questions allow team members to express their views on the team's performance and potential for improvement.

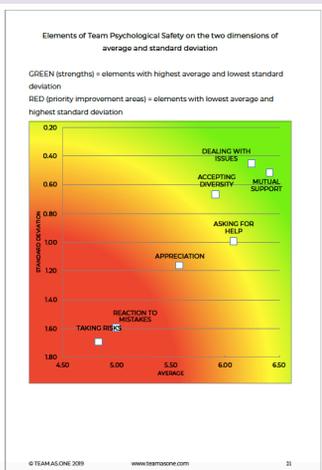


The TPS report analyses the level of psychological safety in the team as a whole and at the level of the 7 elements that constitute TPS: reaction to mistakes, asking for help, appreciation, accepting diversity, dealing with issues, taking risks and mutual support.

The results for each team are compared to the database of teams where the TPS survey has been applied. The report identifies the team's strengths and priority improvement areas. Verbatim comments give a qualitative and complementary aspect of the team members' views.

Improving TPS

The report describes each of the seven TPS elements and suggests a number of approaches to work on each. The report can be used as the foundation of a team support program by an external coach or facilitator, or as the first step to develop new or adjusted management routines for a team leader.



PART 3 VERBATIM COMMENTS

The third part of this report summarizes the answers team members have given to the open-ended questions that were included in the survey.

Question 1
Define what is trust to you from your own experience ...

- Firm belief in the ability and decision-making of someone else
- Believes in you that you are reliable
- The ability of offload responsibilities onto a peer with the certainty that they will do their utmost best to get it done right
- Trust in my team is knowing that every individual will successfully accomplish the tasks that they are given. Their trust in me is that I'll accomplish mine. This trust had been built up through training and communication over multiple exercises.
- Trust is knowing that people are able to call out my mistakes to me directly in a non-judgemental manner.
- Trust is to be able to comfortably rely on an external entity.
- A state of trust is to be fully comfortable with another person where one is able to share issues without getting judged
- When job are allocated someone we can be sure that the job can be done without failure.

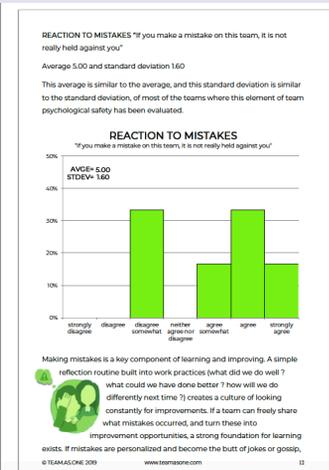
Question 2
Name 3 red-lines that you will never allow anyone to cross given your current appointment in the team ...

- Willful misconduct, Sabotage, Insubordination.
- Distrustful, Wrongly accused and Disrespectful.

Team Improvement Areas

Each team has some areas where improvement is needed. Putting effort in addressing those areas with the lowest ranking, the team will strengthen its foundation and progress towards high-performance levels.

The members of team SAMPLE TEAM rate the following elements of team psychological safety lowest and these are therefore the priority improvement areas:



MORE INFORMATION

Maximum number of members in a team is 12. The full report is 31 pages and sent as PDF file. A sample report is available and can be shared with clients. Contact peter@teamasone.com



Here is what participants share about the Virtual Team Psychological Safety Certified Facilitator program !



The TPS program conducted by Peter was very insightful and inspiring, and helped in understanding better the need to focus on team construction as it is a foundation to team performance. I liked that we shared practical aspects around TPS so it is not just a concept anymore. I definitely recommend attending this program.



Kim Pen, France
Agile and Professional Coach



Dina Guo, China
I-Run Consulting

It is a fantastic and fruitful learning journey for me to attend the virtual TPSCF program. Peter shares his deep knowledge and experience about TPS to us fully in every module. The program is well-designed with group discussion, sharing, teamwork and reflection. In this way we learn how to use TPS, not just know what is TPS. After every module, we get the video and program slide deck of the module which helps our learning deeply, especially for the foreigner like me. If you want to improve your team or help your client's team, I recommend you attend the program that could give you a new insight of teams.

I highly recommend Peter Cauwelier's certification program on Team Psychological Safety. Peter has a very thorough grasp of the theory and presents it in a very practical and accessible way. Throughout the sessions, relevant and practical exercises were used within smaller breakout groups. In plenary, questions were encouraged and Peter answered them all fully with great explanations and clarity of thought. The slide deck was super and each session was preceded by carefully selected articles that added knowledge and context.



Ed Williams, UK
Executive Coach



Patricia Ansarah, Brazil
Movemente

I've been working with Leadership and Organizational Culture for 20 years and when I took the TPS Certified Facilitator Program I realized that teams are key to building a learning culture in an organization: teams that are able to perform at their best together, innovating and collaborating with each other with a high level of engagement and shared common goals. TPS is about helping organizations become more conscious about their responsibilities and impacts on its people and to build a better world.



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