

Psychological Safety

TRANSFORMING TEAMS THROUGH CONNECTION

An Interactive Workshop for Leaders Building High-Trust, High-Performance Teams
Offered through the Kagen Leadership Group

TRAINING OVERVIEW

An interactive, skill-building experience that equips leaders at every level to foster environments where every voice is safe, seen, and heard — even in high-stress, high-stakes settings.

ABOUT THE PROGRAM

Psychological Safety is an interactive, skill-building workshop that gives leaders at every level concrete tools and everyday practices to build high-trust team environments — even in high-stress, high-stakes settings.

Psychological safety is not a luxury. It is a proven driver of team performance, resilience, and retention — and this workshop shows you exactly how to build it.

Format: 4 half-day sessions | 3.5 hours each | Available in-person or virtually

WHY CHOOSE THIS TRAINING

Research consistently shows that teams with high psychological safety outperform those without it. This training directly addresses what makes that possible:

- **Higher performance and faster innovation** -- psychologically safe teams take the risks necessary for creative breakthroughs
- **Lower turnover and reduced burnout** -- people stay where they feel valued and heard
- **More efficient, collaborative problem-solving** -- trust removes the friction that slows teams down
- **Greater resilience** -- teams with psychological safety recover faster from stress and adversity
- **Prevention of secondary trauma and compassion fatigue** -- especially critical in human services and high-stakes environments

READY TO BRING THIS TRAINING TO YOUR ORGANIZATION

Scheduling fills quickly — reach out today to reserve your cohort date.

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WHAT YOU'LL LEARN:

- **The roots of team dynamics** — how past trauma, inequities, neurobiology, and mental models shape how your team functions
- **Everyday safety-building practices** — practical techniques and micro-habits leaders can use immediately to shift team culture
- **Tools for authentic conversation** — conditions where vulnerability, honest dialogue, and hard conversations are possible without damaging trust
- **High-quality listening and inquiry** — skills for genuinely hearing your team and asking questions that open rather than close dialogue
- **Navigating difficult conversations** — strategies to address tension and conflict while actively protecting team trust
- **Collaborative problem-solving and shared accountability** — methods to build a team culture where ownership is distributed and everyone contributes

WHO THIS TRAINING IS IDEAL FOR

This workshop is designed for leaders at any level committed to building stronger, more connected teams:

- Leaders and managers in nonprofit, mission-driven, and human services organizations
- Supervisors and program directors leading direct service or cross-functional teams
- Practitioners in behavioral health, community services, and coalition settings
- Anyone ready to move from knowing psychological safety matters to knowing how to build it

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