

# TEAM PSYCHOLOGICAL SAFETY

## Certified Practitioner

**18-19 July 2024: 9am-5pm**  
**Hinxton Hall, Cambridge UK**  
**following Belbin Team Conference**

**SPECIAL 50% DISCOUNT**

**US\$ 650**

Normal Price US\$ 1,300

If needed accommodation is available:  
Sterling 99 + VAT per night

### **TO REGISTER**

email [phil@philipmerry.com](mailto:phil@philipmerry.com)

1. Confirm registration
2. Indicate if you require accommodation
3. You will be sent payment details



# TEAM COACHING

## WITH TEAM PSYCHOLOGICAL SAFETY

Become a Skillful Team Psychological Safety Certified Practitioner



***“Team Psychological Safety is a shared belief by all team members that it’s safe to take interpersonal risks, by expressing their ideas and concerns, speaking up, admitting mistakes without fear of negative consequences, and so driving team learning and team results.”***

**Prof Amy Edmondson**



# TEAM COACHING WITH TEAM PSYCHOLOGICAL SAFETY

Become a Skillful Team Psychological Safety Certified Practitioner



## REASONS TO BECOME TPS CERTIFIED

- Google research identified Team Psychological Safety (TPS) as the most important contributory factor to team success; TPS has become a "must-have" skill for team coaches.
- Based on the original research of Harvard Professor Amy Edmondson, the originator of TPS, thought leader Peter Cauwellier's unique design is full of great ideas and practical application.
- The workshop will equip you with the team coaching skills necessary to boost TPS, team learning and team results, so you can add TPS to your offerings to clients.
- Led by TPS Master Facilitator Dr Philip Merry who has over 35 years' experience as a team coach mentor and facilitator in 63 countries. Philip brings expert insights and real-world applications he has been Singapore Belbin Regional Representative since 1995 and has certified over 400 Belbin coaches.
- This special workshop is offered at 50% discount and is available both to attendees of the Belbin International Team Conference and to the public.





## COACHING TEAMS with PSYCHOLOGICAL SAFETY

Become a Skillful Team Psychological Safety Certified Practitioner

### OUTCOMES

- Developing team coaching expertise to build long term team success and engage/retain employees, by helping them develop the TPS skills of managing conflict and disagreements so that team members achieve results by feeling heard, feeling understood and feeling safe to speak up.
- Identify when a team needs Team Psychological Safety – TPS
- Coach teams to link TPS to results
- Clarify how to coach the 7 elements of TPS
- Learn how to master the TPS measurement using the TPS report
- Design TPS interventions



### PROGRAM DESIGNER

Dr Peter Cauwelier, PhD, is an expert in team development, a WIAL Master Action Learning Coach, IAF Certified Professional Facilitator and Certified Team Performance Coach. This program is based on his PhD on team learning, practically in working with teams across Asia, which is summarized in his book *The Untapped Team Advantage*.

### AGENDA : Helping the Team Coach Understand & Master:

- What makes a high-performance team?
- How does TPS help build a high performing team?
- Coach a team to improve 7 TPS elements:
  1. Dealing with mistakes
  2. Confronting difficult issues
  3. Working with diversity
  4. Taking risks
  5. Offering mutual support
  6. Asking for help
  7. Giving appreciation
- Team coaching skills for 5 TPS foundations: building a supportive organisation, developing trust and respect, influencing leader behaviour, dealing with team dynamics, practicing interventions



### MASTER FACILITATOR

Dr Philip Merry has 35 + years' experience as a team coach in 63 countries, and has certified over 400 team coaches. Philip has an ability to help teams confront difficult issues, and make changes that drive team success. Regional Representative for Belbin Team Roles since 1995, Philip is British and has worked globally from Singapore since 1990.

### FOR WHO ?

- Team coaches, team leaders and HR professionals who wish to develop team coaching skills for TPS

### CERTIFICATE and LICENCE

Program graduates receive a licenced TPS practitioners certificate, and can order the TPS report for internal/external teams they work with.

### PRACTICAL INFORMATION

- **Workshop held after Belbin Team Conference and is available to conference attendees or others**
- **Fee US\$ 650 – 50% discount on normal fee**
- **If required accomodation is available at Hinxton Hall at Sterling 99 + VAT per night**

# Coaching To Build Team Psychological Safety (TPS)

## TPS Definition

Team Psychological Safety (TPS) is the shared understanding by team members that their team is safe for interpersonal risk taking (**Amy Edmondson, Harvard**).

## Why is psychological safety important?

- Team members feeling more engaged and motivated.
- People voice their opinions and so more diverse perspectives are heard, leading to better decision-making.
- A culture of continuous learning develops as team members feel comfortable to share mistakes and learning from them to drive results.

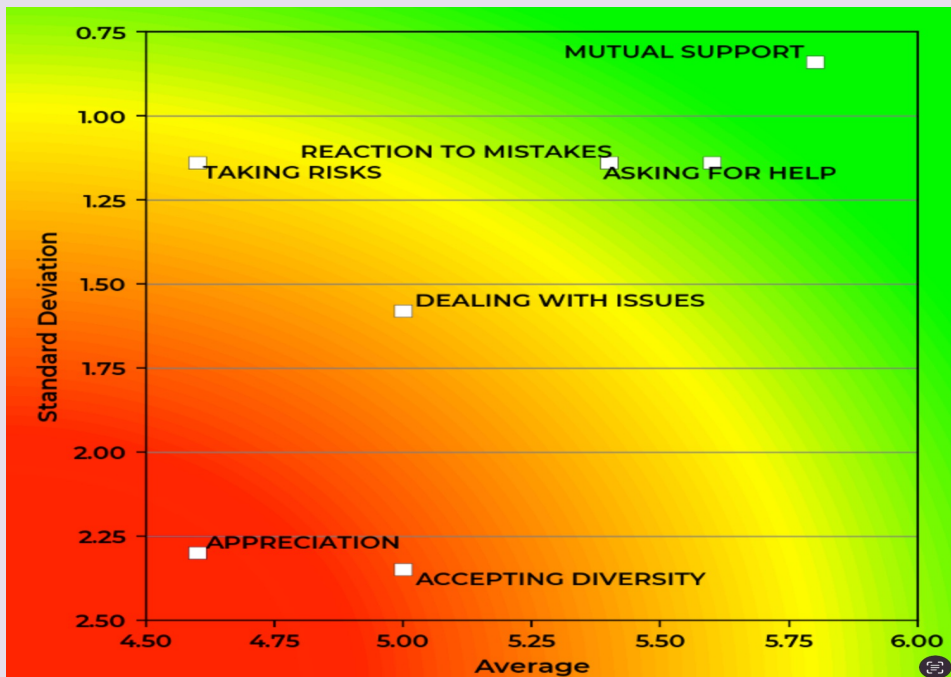
## Gathering TPS Data

There are 7 elements in TPS which are measured anonymously through a simple 7 statement survey. In addition, 3 customized questions allow team members to express their views on the team's performance and potential for improvement.

## Analysing TPS Report

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.

**RED = priority improvement - YELLOW = some improvement needed - GREEN = strength**



## Improving TPS

The report describes each of the 7 TPS elements and suggests a number of approaches to work on each element.. The report can be used as the foundation of a team support program by a coach or leader as the first step to develop new or adjusted management routines to achieve sustainable team results.

## MORE INFORMATION

Maximum number of members for team report is 12.

The full report is 21 pages and sent as PDF file.

A sample report is available to share with clients.



# 450 participants from varied countries have completed the Team Psychological Safety Certified Practitioner Workshop

## PARTICIPANT COMMENTS

The TPS program conducted 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. We get the program slide deck of each 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 Practitioner 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.

