* NEW * - FOUR STATES OF TEAM GROWTH™

What Comes After Psychological Safety?

Dr Philip Merry's new Pathway to Team Growth model:

Belonging → Stability → Flow → Flourishing

30th October Singapore: 9am-5pm

Register - Phil@PhilipMerry.com

S$ 499, Early Bird $399 (by 28 Oct), 2 People $299 each

Psychological safety gives us a useful snapshot of current team functioning around safety - helping people speak up, ask for help and learn together.

But what comes next? How do teams establish clear ways of working, use their capabilities at their best, and achieve meaningful results?

This practical, one-day workshop gives you a fresh way to understand what your team needs next - and how you can help it grow. Bring a real workplace team challenge, explore the four states through interactive activities and discussion, and leave with clear actions to put into practice.

For leaders, managers, HR professionals, coaches and team members ready to help their teams move beyond getting by.

BELONGING	STABILITY	FLOW	FLOURISHING

ONE-DAY PUBLIC WORKSHOP

A practical pathway to help your team grow.

A FRESH PATHWAY TO TEAM GROWTH

This interactive workshop, based on global team thought leader Philip Merry's 4 decades of research with teams in 63 countries, helps you explore each state and identify what you can do to help your team grow.

Bring a real team challenge. Through personal reflection, practical activities and discussions with fellow participants, you will develop actions to apply in your team.

EXPLORE THE FOUR STATES

Begin with your experience of a team in which you were at your best. Discover how what made it work connects with the Four States.

1 BELONGING

My team style and cultural values are accepted. I am aligned with team purpose, can speak up and challenge status quo.

2 STABILITY

Shared Leadership, clear norms, roles and agreements create trust, consistency and a reliable environment.

3 FLOW

When engagement is high, energy and collaboration thrive, unlocking the creative thinking of the team.

4 FLOURISHING

The team operates in intuitive adaptation. TeamSynchronicity™ emerges and extraordinary results become reality.

FROM INSIGHT TO ACTION

Apply the Four States to your team

Create a personal assessment of a team you know: where are its strengths, what is missing, and what might it need next? Discuss your interpretation with a learning partner and identify practical points of influence.

Your 30-day action plan

Choose two actions within your influence. Plan how to introduce them, whose support you need and what improvement you will look for. Practise the conversation you will have when you return to work.

By the end of the workshop, participants will be able to:

- Recognise the characteristics of each of the Four States.
- Identify strengths and gaps in their team.
- Identify and strengthen Belonging - Stability - Flow - Flourishing.
- Take purposeful action as a leader, member, coach or HR partner.
- Know how to move on from Psychological Safety

Each participant leaves with a Four States team reflection, practical conversation prompts and a personal 30-day action plan.

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