



THE BENEFIT OF PSYCHOLOGICALLY SAFE TEAMS IN CONSTRUCTION

Providing an environment where employee voices are heard and valued

UNLOCK THE POWER OF PSYCHOLOGICAL SAFETY TO FOSTER COLLABORATION, INNOVATION, AND EMPLOYEE WELL-BEING WITHIN YOUR ORGANIZATION.

Psychological safety is “a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.” –**Amy Edmundson, a leading researcher in the field.**

Why Psychological Safety Matters

For firms working in construction, psychological safety is a key. Today's increasingly diverse workforce needs to collaborate effectively while anticipating and responding to the quickly changing conditions on job sites and in the office. When teams lack Psychological Safety, employees refrain from raising concerns and sharing ideas that can both impact safety as well as saving time, money and resources. Providing a psychologically safe environment, empowers employees to innovate and share their voices which positions them, the team, and the firm for success

Outcomes of Psychologically Safe Teams

- ✓ Employees feel they can speak up and do so more
- ✓ Improved communication and idea sharing
- ✓ Enhanced problem-solving and innovation
- ✓ Reduced errors and safety incidents
- ✓ Increased employee engagement and retention

Presenters

Kari Heistad: CEO of Culture Coach International with more than 25 years of training experience

Bill Aalerud: EVP, Columbia Construction, retired with more than 25 years in the construction industry

Both presenters are certified psychological safety facilitators

CELEBRATING CONSTRUCTION INCLUSION WEEK OCT 14-18

THE BENEFITS OF PSYCHOLOGICAL SAFETY TO THE CONSTRUCTION INDUSTRY WED OCT 16, 12-12:30 EST

Psychological safety in a team exists when members feel they can freely share ideas or concerns without fear of negative consequences. For construction teams making daily critical decisions with potential safety and financial impacts, fostering psychological safety can significantly enhance both team effectiveness and project management execution. This webinar will introduce the core concepts of psychological safety, explain its benefits for construction teams, and outline initial steps to promote it within your organization.

EXPANDING A SAFETY PROGRAM TO INCLUDE PSYCHOLOGICAL SAFETY IN CONSTRUCTION WED OCT 16, 12-12:30 PM EST

Maintaining job site safety is paramount in construction, encompassing both physical safety and psychological safety—an environment where people feel comfortable voicing their concerns. This webinar will demonstrate how incorporating psychological safety into your current safety program can significantly enhance its effectiveness. We'll provide an overview of psychological safety, explain its benefits for maintaining job site safety, and offer practical tips for fostering it within your organization.

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Culture Coach has been providing consulting and training services in diversity, equity and inclusion for 25 years and is a certified psychological safety practitioner through the Fearless Organization.