**Online Leadership**

**OD recognise the challenges our leaders have in managing time constraints and setting aside
time for development activities. Short, intensive development sessions can be a useful way of
learning. Rather than spending a full day covering a relatively wide range of topics, our
“90 Minute” leadership sessions will focus on specific topics, concentrating on key issues
rather than the broader picture. Setting aside time and budget for your personal development is an ongoing challenge yet so important particularly at a time when there is so much change and expectations are high. We are offering a short webinar as a booster to start your day positively and give input and practical suggestions to support you and your practice. The next session is:**

**“Psychological Safety and You as a Leader”**

This webinar will explore the impact of Psychological Safety on ourselves and our teams and how as leaders and influencers, we can make a positive difference.

We are living in a time when expectations are high, activity is increasing, increased workforce movement has resulted in the loss of experience and has impacted on relationships, there is uncertainty around resources and little clarity on how things will look in the medium and long term. This is coupled with concern around organisational dynamics, some less positive issues in the organisation have emerged, highlighting examples of lack of respect, incivility and fractured relationships.

All of this leads into recognising that the importance of Psychological Safety, always important, is now even more critical.

Psychological Safety is an interpersonal climate characterised by trust and respect, in which people are comfortable being themselves and feel safe to learn, to contribute and challenge the status quo, all without fear of being embarrassed, marginalised or punished in any way.

Cultivating psychological safety is necessary in order to enable healthcare teams to collectively redesign processes and services to cope with new challenges, learn from mistakes and implement changes accordingly.

Psychological safety supports healthcare professionals to take the interpersonal risks needed to engage in effective teamwork and to maintain patient safety.

Yes, there is a lot going on however it’s an opportunity for leaders to model, create & encourage a psychologically safe environment within our teams and contribute to a culture to support this, reframing approaches to be better able to operate constructively and positively.

When leaders put in the energy and promote psychological safety, staff feel respected and valued, ask questions, make suggestions and offer ideas, leading to more innovation, a more constructive response to change, increased resilience, quicker response times and improved team effectiveness. Importantly, it is also shown to reduce formal grievances, absence and attrition rates. The bottom line is it contributes to the wellbeing of all parties.

This Webinar is focussing on understanding, as a leader, what contributes to enhanced psychological safety and practical strategies to create an environment that supports psychological safety, as well as recognising what this means to you as an individual.The desired outcome of this webinar is to work out how to create and maintain this environment in your “real world” .

It is intended that participants will leave with practical “take aways” and a motivation to learn more. This is a pragmatic session based on sound theory but focusing on its practical, everyday application, in an interesting and enjoyable way.

**Speaker:** Sue Simpson **Date:** Wednesday 25th June

 **Time:** 08.30am – 09.30am

**Register here –**

[**https://link.webropol.com/ep/onlineleadershipjune2025psychologicalsafety**](https://link.webropol.com/ep/onlineleadershipjune2025psychologicalsafety)

**Who should attend?**

**Everyone, including formal leaders and those who are senior practitioners.**