

SPEAK SAFE

LEAD WITH CARE

A Culture-First Psychological
Safety Program

COMMUNICATION

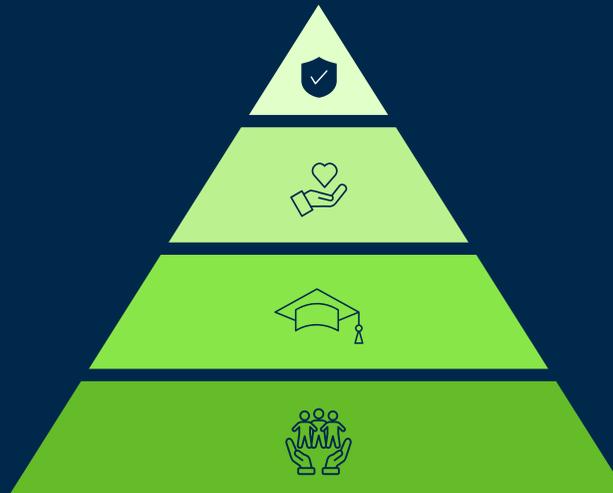
- Why what you say matters
- The drivers of psychological safety
- Compliance, policy, and legal responsibilities

1. What you say matters

“Think twice before you speak, because your words and influence will plant the seed of either success or failure in the mind of another.”
Napolean Hill”

2. Drivers of Psychological Safety

- 4 Challenger Safety
- 3 Contributor Safety
- 2 Learner Safety
- 1 Inclusion Safety



3. The Legal Aspects

14 Elements

1. Job Demands
2. Low Job Control
3. Poor Support
4. Lack of Role Clarity
5. Poor Organisational Change Management
6. Inadequate Recognition and Reward
7. Poor Organisational Justice
8. Traumatic events or material
9. Remote or Isolated Work
10. Poor Physical Environment
11. Violence and Aggression
12. Bullying
13. Harassment including sexual harassment
14. Conflict or poor workplace relationships and interactions