

Teaming and Psychological Safety Overview

Description:

Successful NHS teams have to balance competing priorities:

- Challenging themselves to deliver excellent healthcare under challenging conditions while also demonstrating a commitment to staff wellbeing
- Innovating within systems that require rigorous governance and external regulation
- Maintaining service continuity in the face of constant rapid change
- Fostering rapport and collaboration across professional boundaries and multiple locations

This session will explore the frameworks and techniques required to meet this complex set of challenges focusing on Prof Amy Edmondson's work on Teaming and Psychological Safety in addition to Lynda Gratton's work on hybrid teams and the changing face of work.

Covering

- Teaming and its role in complex organisations facing new challenges
- The importance of "Psychological Safety" in delivering safety, learning and innovation
- The changing nature of work and the challenge of "getting hybrid right"
- How this can foster collaboration between teams
- The key requirements for teaming and psychological safety
- What gets in the way
- What leaders must do organisationally and individually

How

Presentation, group discussion, exercises, sharing of knowledge and experiences. The session can be delivered in a range of formats including online webinar & workshop or on a face-to-face basis

Outcomes

By the end of the session attendees will:

- Understand how teaming and psychological safety can support team effectiveness and wellbeing
- Have techniques to assess psychological safety within their own team
- Understand the role they can take in improving psychological safety and accountability within their own team
- Have a clear framework to maximise the benefits of hybrid working for organisations, teams and individuals

Who should attend this session?

This sessions builds on the learning from its partner workshop “Foundations of Team Leadership”. Colleagues most likely to benefit are team leaders, colleagues who lead multiple teams and those who support teams as business partners in change or organisational development

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