

Upholding psychological safety: a leader's responsibility?

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Celebrating **40 years** of quality and innovation in ELICOS

Panel session



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What is psychological safety?

Psychological
Safety



“a belief that **one will not be punished or humiliated for speaking up** with ideas, questions, concerns, or mistakes, and that **the team is safe** for interpersonal risk-taking”

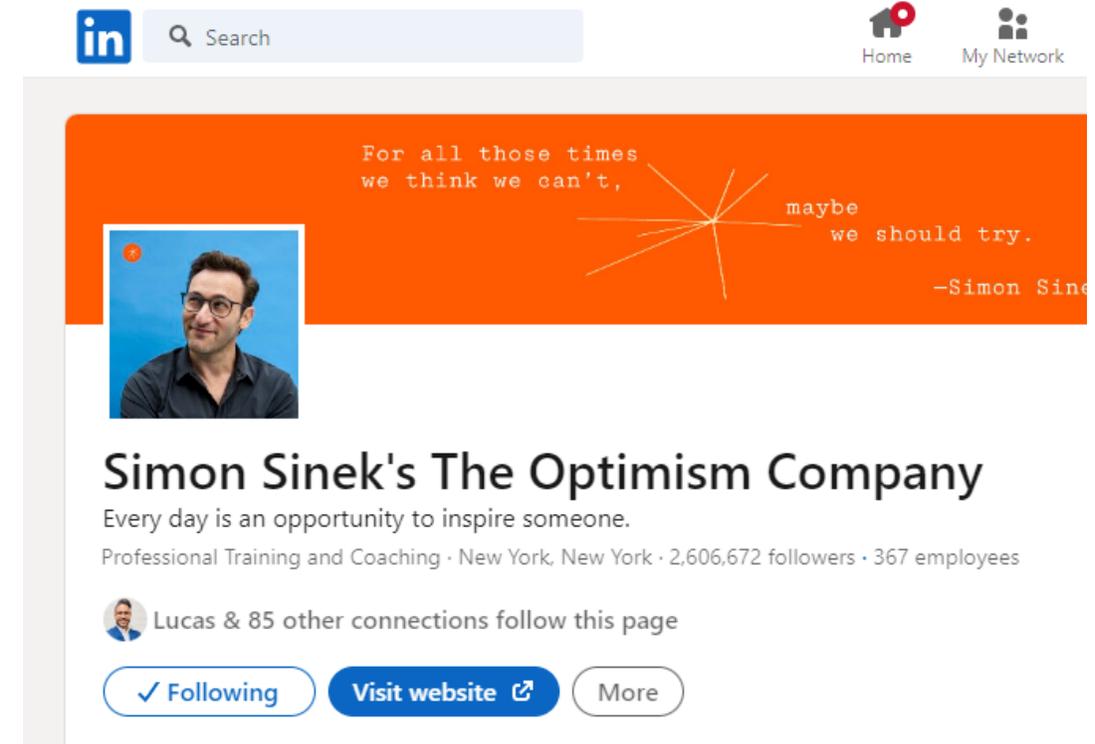
-Amy Edmondson



Whose responsibility is it anyway?

It is a leader's responsibility to create an environment in which people feel psychologically safe, and if somebody makes a mistake, we can help them fix it.

-Simon Sinek



The image shows a screenshot of Simon Sinek's LinkedIn profile. At the top, there is a search bar with the LinkedIn logo and a search icon. To the right are icons for 'Home' and 'My Network'. The main header features an orange background with a quote: "For all those times we think we can't, maybe we should try." attributed to "-Simon Sinek". Below the quote is a profile picture of Simon Sinek. The company name is "Simon Sinek's The Optimism Company" with the tagline "Every day is an opportunity to inspire someone." and details: "Professional Training and Coaching · New York, New York · 2,606,672 followers · 367 employees". At the bottom, it says "Lucas & 85 other connections follow this page" and includes buttons for "Following", "Visit website", and "More".

Favourite leadership quotes: Trish

Be responsible for the energy you bring into the room.

-Dr Jill Bolte Taylor



<https://www.facebook.com/DrJillBolteTaylor/>

Daring leaders must care for and be connected to the people they lead.

-Brene Brown



<https://brenebrown.com/>

Favourite leadership quotes: Lucas

Someone will have to make those decisions. If you think you can do that in a fair and kind way, then you should put your hand up and do the best you can.

-Luis Chiusoli



Be the leader you wish you had.

-Simon Sinek



Favourite leadership quotes: Mike

Good leadership is knowing what you are bad at.

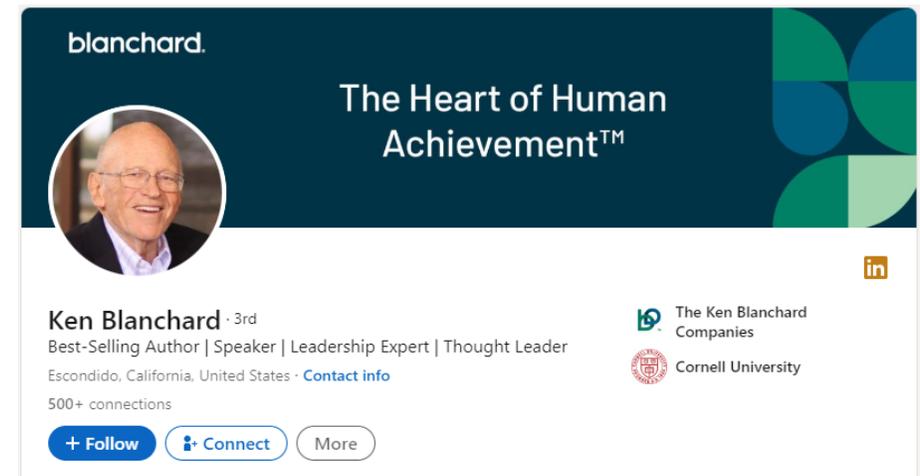
-Michael Hooper



<https://rugbynews.net.au/michael-hooper-named-nsw-waratahs-captain/>

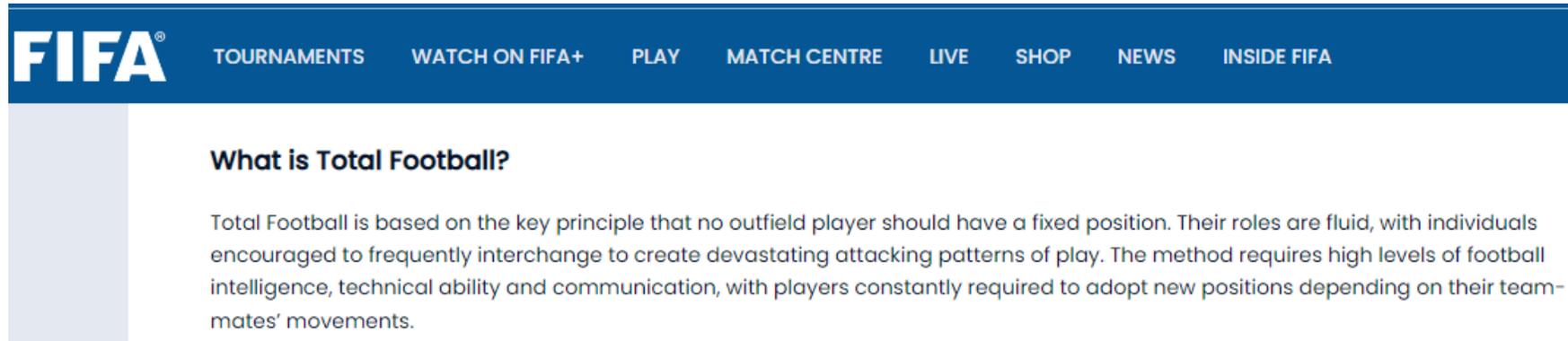
Servant-leadership is all about making the goals clear, and then rolling your sleeves up and doing whatever it takes to help people win.

-Ken Blanchard



<https://www.linkedin.com/in/kenblanchard1/>

Favourite leadership quotes: Sandra



- Total Football is based on the key principle that no outfield player should have a fixed position.
- Their roles are fluid, with individuals encouraged to frequently interchange to create devastating attacking patterns of play.
- The method requires high levels of football intelligence, technical ability and communication, with players constantly required to adopt new positions depending on their team-mates' movements.

<https://www.fifa.com/fifaplus/en/articles/total-football-revolutionary-ajax-barcelona-netherlands-rinus-michels-johan-cruyff>

Favourite leadership quotes: Sandra

What a team!!!



Favourite leadership quotes: Sandra*



***#@\$^%&! Language warning in final lines**

https://www.youtube.com/watch?v=e_lpyzPHYM0&t=7s

Trent: Ted! It's going to work!

Ted: Great! What is?

Trent: Total Football.

Ted: OK.

Trent: And I'll tell you why.

Ted: Why?

Trent: The Lasso Way! You haven't switched tactics in a week!

Ted: I haven't?

Trent: No! You've done this over three seasons!

Ted: I have?

Trent: Yes! By slowly but surely building a club-wide culture of trust and support through thousands of imperceptible moments, all leading to their inevitable conclusion: Total Football.

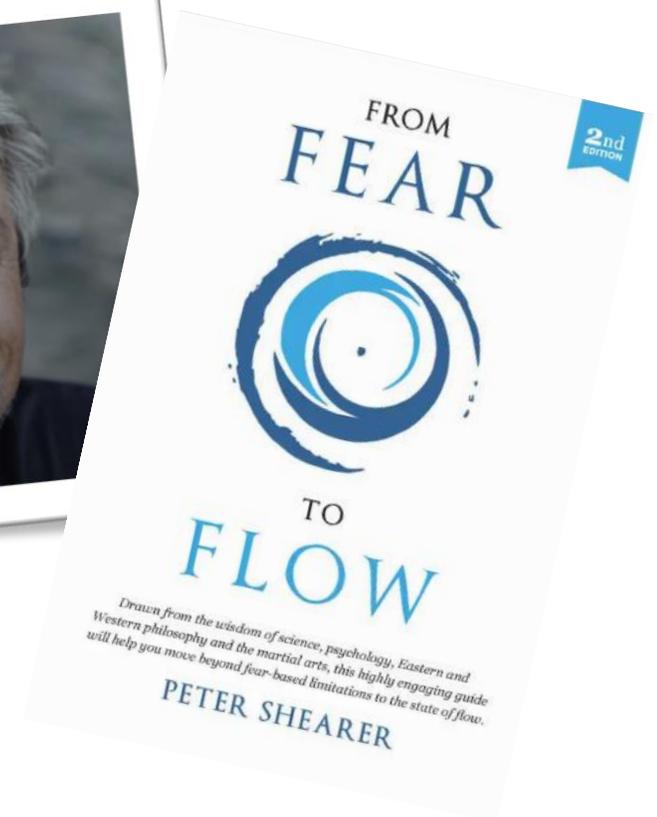
Ted: Well how about that.

Observable behaviours

Finding your Flow and Staying in it – Peter Shearer, Management Consultant & Author

We are works in progress as leaders

- Reduce the power in the room
- Show high levels of care
- Express intentional vulnerability
- Invest in other people's success
- Give people a voice
- Build conditions to help people like each other



<https://petershearerauthor.com.au/>

Questions for the Panel

1. When I say the phrase 'psychological safety', what immediately springs to mind?
2. Is kindness and calmness important to you as a leader in your workplace and leadership practice?
3. Is it a leader's responsibility to uphold psychology safety? If so, how?
4. What two words of advice would you give to someone who transitions from the classroom into a leadership position?
5. How does this all relate to quality and innovation in ELT?

Thank you!



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Spare questions!

1. Tell us about the best workplace culture you have ever experienced, and what made it so good in your eyes.
2. What were the observable behaviours of the best leader you have ever worked with, and what made you feel so positive about them?
3. What are the observable behaviours you consciously engage in or believe someone might see if they had you as a leader?