

In Pursuit of Synergy: Enhancing Team Psychological Safety Virtual Lab Demo

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Distributed Leadership

“...conjoint action of many people in either formal or ad hoc arrangements... providing the opportunity to engage a diversity of expertise distributed across the many, not the few.”

Shared Leadership

“A dynamic interactive influence process among individuals in groups for which the objective is to **lead one another** to the achievement of group or organizational goals or both....leadership is broadly **distributed among a set of individuals** instead of centralized in the hands of a single individual who acts in the role of a superior.”

Benefit to Organization

“It doesn't make sense to hire smart people and then tell them what to do, we hire smart people so they can tell us what to do.”

Benefit to Individual



Agency

Use Existing Abilities

Develop New Capabilities

Growth

Benefit to Team

Ownership

Engagement

Synergy

EMBA Case Challenge Team

INSERT PHOTO HERE



Teams



Today's Teams are Diverse



Improved
Organizational
Performance



Attract Top Talent



Increased
Employee
Satisfaction



Customer Impact

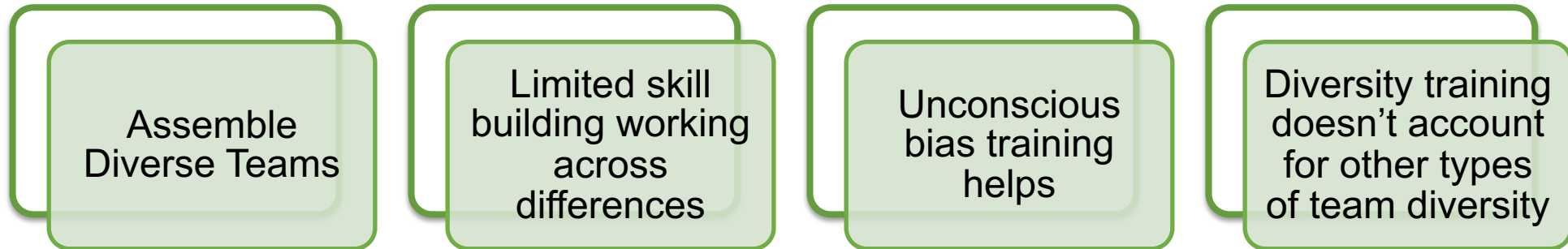


Enhanced Decision
Making &
Innovation

Types of Team Diversity

Type	Definition	Example
Separation	Different values along a horizontal continuum	opinions, time zone, physical location
Variety	Categorical differences	educational degrees, job function, area of expertise, demographic features
Disparity	Differences fall along a vertical continuum ranked vertically according to social value	professional status (resident physician vs attending physician), demographic attributes associated with social power

The Challenge



The Solution: Psychological Safety

Psychological
Safety

A team climate

Belief one is not at risk of embarrassment or rejection

Environment conducive to interpersonal risk taking

Asking for help, feedback, or information is not penalized

Given the benefit of doubt

People can be themselves

Focus away from self-protection towards share goals

Facilitated by trust

The Solution: Psychological Safety



Supports Learning



Improves Performance



Predicts Engagement



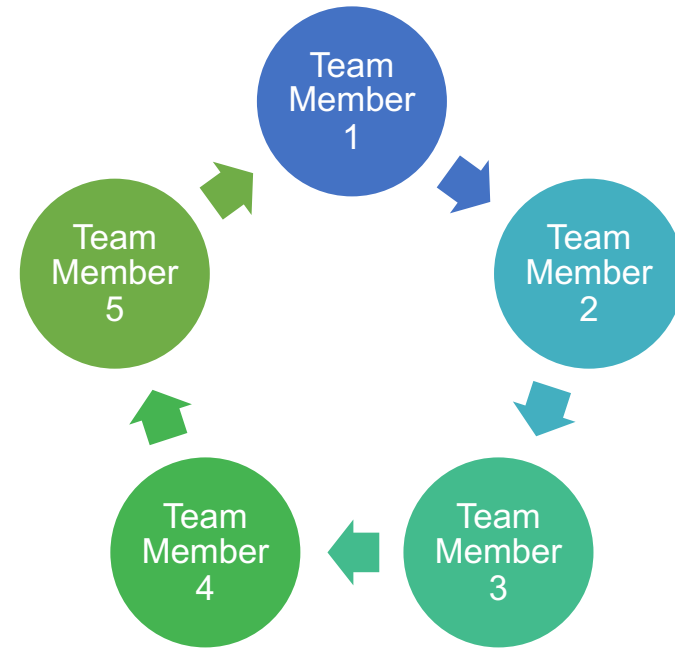
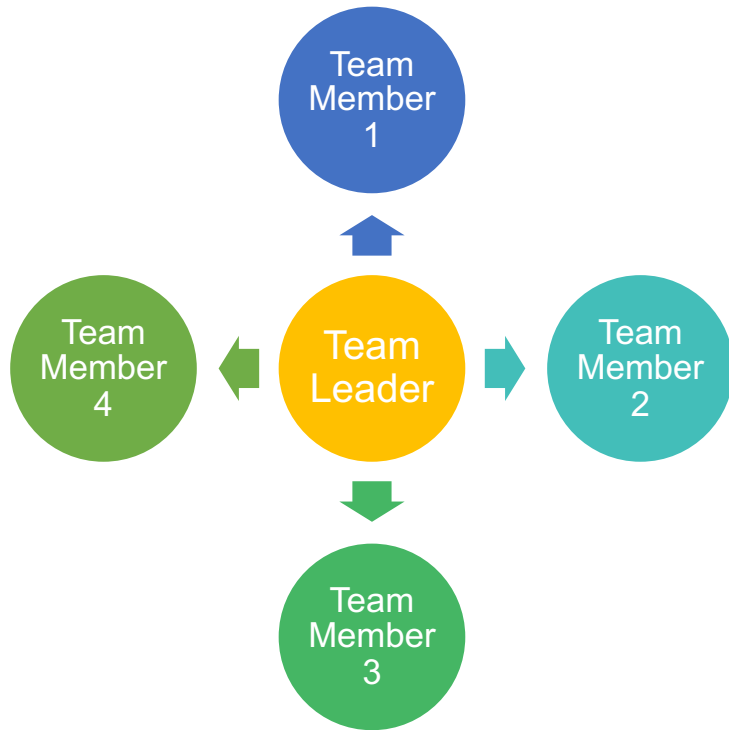
Leverages Diversity

The Big Question

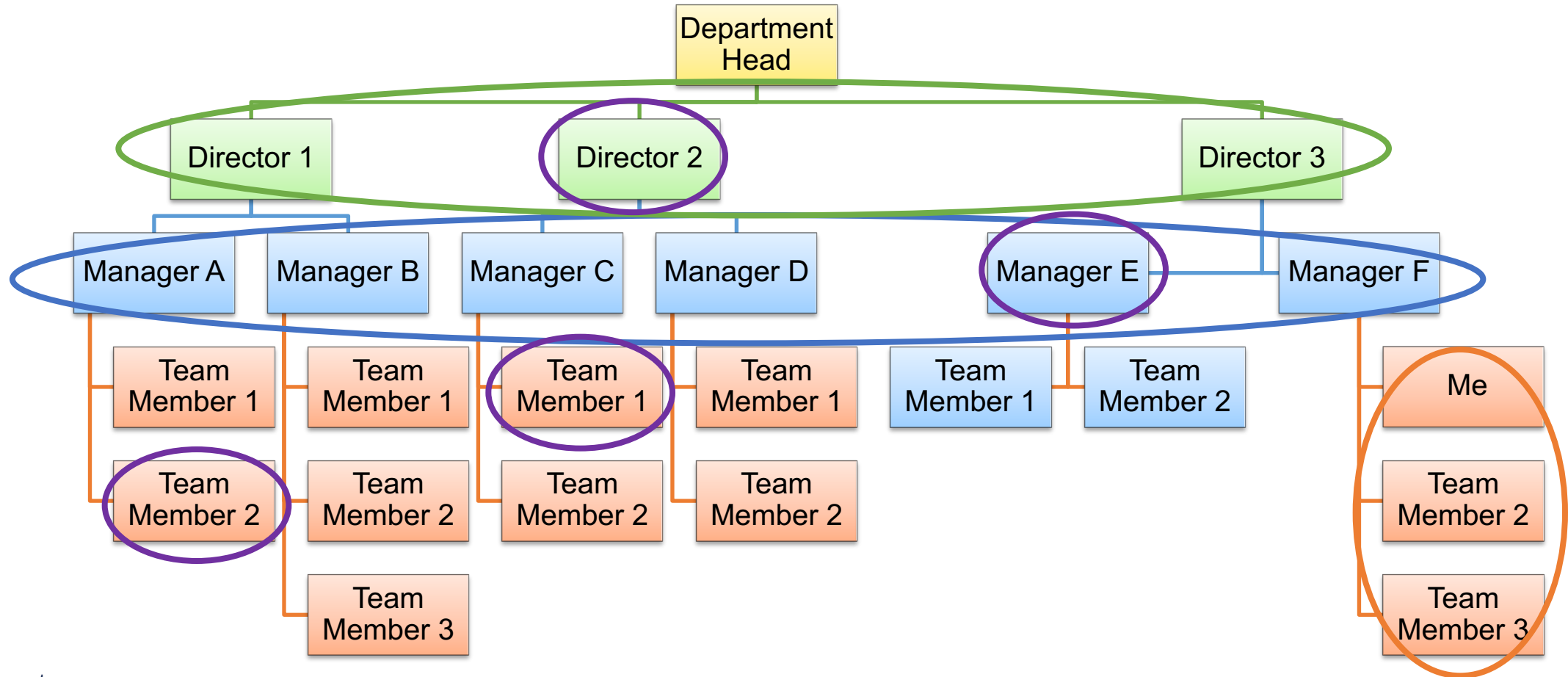
How exactly does one create psychologically safety in their group or team?

INSERT VIDEO HERE

Team Climate: Top-Down versus Shared



Teams Across the Organization



Teams Across the Organization

Training individuals in the skills and abilities to facilitate psychological safety on any team they are a part of is an excellent sustainable solution!

Enhancing Team Psychological Safety- Virtual Lab Demo



**Learn skill
from week 6**



**Use &
Application**



Model



Practice

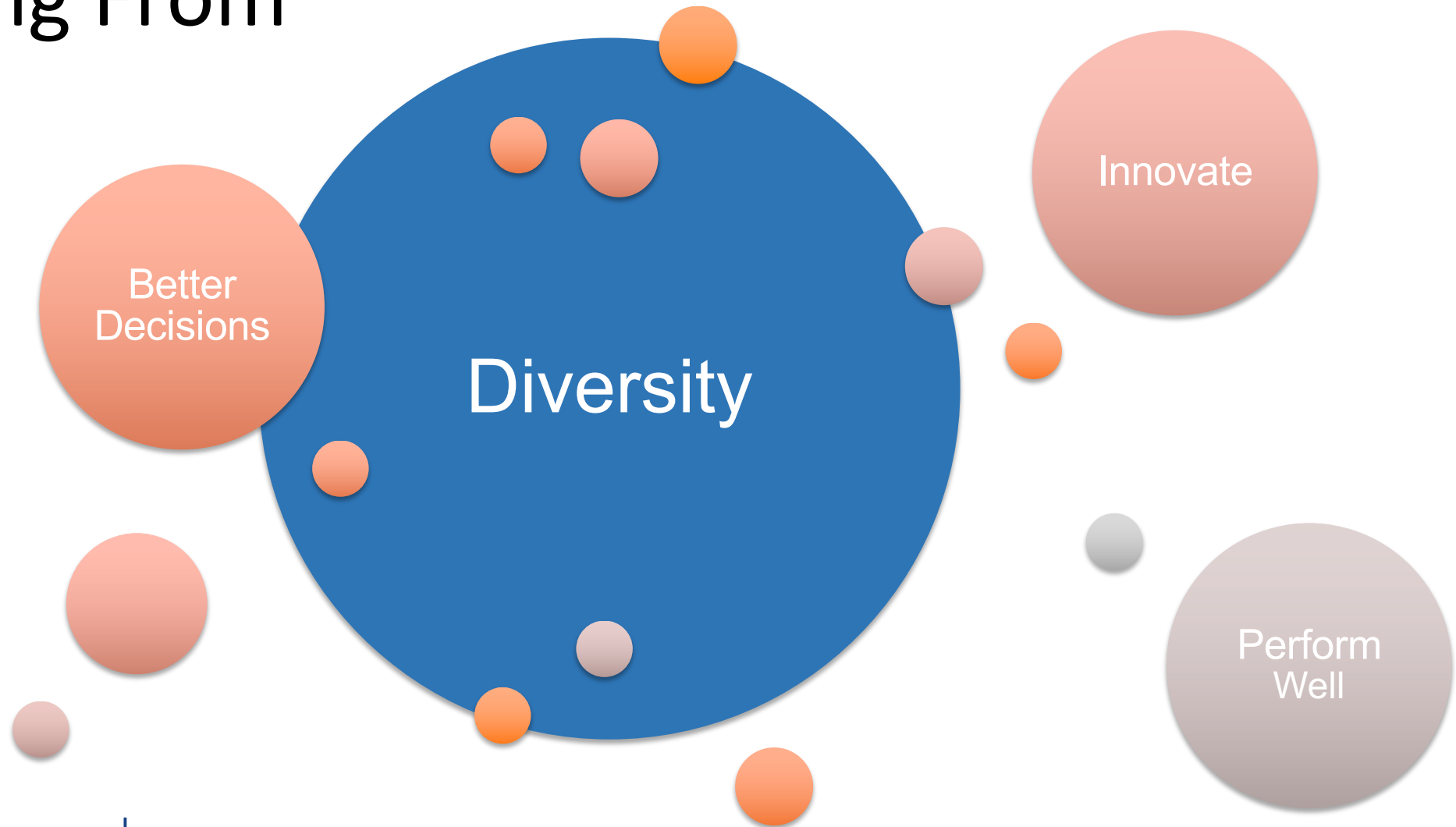


**Discuss &
Next Steps**



Q & A

Moving From



A Synergistic Team

INSERT PHOTO HERE



Demo



Purpose



Speak Up



Share Alternate Perspective



Opt-Out of groupthink



Limit Invalidating Behaviors

Naïve realism

The tendency for people to believe that **their perspective** of the world **is correct** and factual, based on objective reality, and that **other's see** the world **exactly as they do**....if someone has **a different perception**, the assumption **is** that they are not rational, or that they are **biased or uniformed**.

Takeaway



Subjective

- Human perception is subjective

Belief is not Fact

- Believing an opinion is fact does not make it so

No Judgement

- Experiences are valid in some way

Skill: Speaking from Experience



Use

Contribute
Challenge
Alternate Viewpoint



Example

"I'm Curious Kim...."
"In my experience..."



Benefit

Authority
Both experiences valid

Modeling

[The Dirty Office Microwave](#)

Opinions spoken as Facts

Assumptions

What I Would Say

Tips to Remember

Practice

01

Watch Video
Clip.

02

Identify
Unsafe
Behavior.

03

Role Play My
Experience
Approach.

04

Return to
Group to
Discuss

Practice

Your Turn



Watch Video Clip

- [Yankee Swap](#)

Observations

- What unhelpful behaviors did you observe?
- Using My Experience Approach, what would you say and to whom? (record answers)

Role Play

- In breakout room, verbally say what you would say.

Discussion

Next Steps



Enroll in Virtual Lab



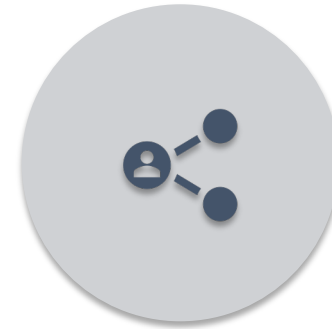
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Q&A