

Building psychological safety

Half-day workshop for management teams and growing teams

Your team has talent. You have ambitious goals. But if people don't feel safe to speak up, challenge ideas or take risks, you're standing on unstable ground. This outline describes the content, structure and outcomes in detail.

Length	Half day, 3-4 hours
Participants	10-20 people (management teams, scale-ups)
Location	Your office, or a venue of your choice
Language	Swedish or English
Price	SEK 15,000 excl. VAT, including preparation and materials
Facilitator	Magnhild Owman, in collaboration with Werkstatt

Why psychological safety matters

High-performing teams share one critical trait: people feel safe to take risks, ask questions and admit mistakes. Without that foundation, even talented teams struggle. With it, teams innovate faster, solve problems better and grow sustainably. The workshop is grounded in Amy Edmondson's research on psychological safety — translated into your everyday work, not into theory.

Objectives - what the team can do afterwards

- Understand what psychological safety really means in practice — and what it is not (it is not about being nice or avoiding conflict).
- Put words to how safety looks in your specific team, with a shared language to keep the conversation going.
- Identify the specific gaps holding the team back, using the four dimensions.
- Recognise the leadership behaviours that build — and erode — safety day to day.
- Leave with a concrete action plan with owners and timing, ready to implement.

The four dimensions we work with

The whole workshop is structured around four dimensions. Each one gets a short input, a self-assessment and a group dialogue exercise.

- Attitude to risk and failure — Can we make mistakes without punishment? How do we talk about what went wrong?
- Open conversation — Can we discuss difficult topics honestly, including upwards?
- Willingness to help — Do we support each other, and is it okay to ask for help?
- Inclusion and diversity — Can we be ourselves and be valued for it?

Structure - the half day step by step

Timings are approximate and adjusted to group size and your context.

Time	Session	Content
0:00-0:20	Check-in and frame	Purpose, expectations and ground rules. A short check-in where everyone speaks early — a deliberate first step in building safety in the room.
0:20-0:50	The foundation	What psychological safety is and isn't, linked to the research and to concrete consequences for decisions, quality and innovation.
0:50-1:30	Current state: the four dimensions	Individual self-assessment followed by shared mapping. Where is the team strong, and where is the silence?
1:30-1:45	Break	—
1:45-2:35	Your own scenarios	Group work on real situations from your everyday work — not generic cases. We analyse what happened, what was said and what wasn't.
2:35-3:10	Leadership behaviours that matter	Practical tools: asking questions that open up, responding to bad news, admitting your own mistakes, and handling interruptions and dominance in meetings.
3:10-3:45	Action plan	The team picks a few changes, makes them concrete and assigns owners and follow-up.
3:45-4:00	Close	Summary, check-out and agreement on next steps.

Method

The method builds on andragogy — the research on how adults actually learn. That means short inputs and a lot of hands-on work: participants start from their own experience, test it in dialogue and draw conclusions together. Groups work with

real scenarios from your context, so the insights are usable the very next day.

What's included

- A preparatory conversation to tailor content and scenarios.
- A facilitated half-day workshop at your location.
- All materials: self-assessment, exercise sheets and action plan template.
- A documented action plan after the workshop.
- A short follow-up proposal for keeping the work alive.

What we need from you

- Appoint an internal contact and book a preparatory call (approx. 45 min).
- Make sure the whole team can attend for the full session — partial attendance undermines safety.
- A room with space for group work, plus a whiteboard or flip chart.
- No preparation is required from participants beyond an open mind.

After the workshop

- The action plan is owned by the team and followed up in regular meetings.
- We recommend a short check-in after 4-6 weeks.
- The workshop can be scaled to more teams or complemented with individual coaching.

Who we are

Magnhild Owman has 20 years of experience in HR, talent development and people & culture in global organisations. A certified ICF coach and former Director of Employee Experience, she delivers practical strategies from real life — not just theory. Werkstatt provides the instructional design and materials.

Ready to build safer, stronger teams?

Get in touch and we'll talk about how the workshop can be tailored to your team: werkstatt.se/en/contact