

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Building Psychological Safety – A Complete Organisational Guide

From Theory to Measurable Culture Change

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

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Programme Overview

Psychological safety is the most critical factor in enabling team effectiveness and innovation. This comprehensive programme provides Indian organisations with a structured approach to cultivate a culture where every individual feels safe to speak up, contribute ideas, and take calculated risks.

Learning Objectives

- ✓ Understand the foundational principles of psychological safety as defined by Amy Edmondson and adapt them to the unique cultural dynamics of Indian organisations, enabling leaders to foster an inclusive environment.
- ✓ Develop the skills to accurately assess the current level of psychological safety within their teams using validated survey instruments and interpret the results to identify specific areas for improvement.
- ✓ Identify and implement specific, observable leadership behaviours that actively build trust, encourage open communication, and demonstrate vulnerability, thereby creating a safe space for all team members.
- ✓ Learn to introduce and embed structural changes in organisational processes, such as meeting protocols, feedback mechanisms, and approaches to failure, that reinforce and sustain psychological safety.
- ✓ Gain insights into the common factors that undermine psychological safety and learn practical strategies to proactively maintain and strengthen a safe and supportive workplace culture over the long term.
- ✓ Equip themselves with practical tools and techniques to champion psychological safety initiatives, measure their impact, and ensure continuous improvement in team dynamics and overall organisational health.

WHO SHOULD ATTEND

This programme is designed for CEOs, all levels of leadership, and HR professionals who are committed to enhancing team performance, fostering innovation, and creating a positive and productive work environment within their organisations.

Programme Content

1. Understanding Psychological Safety in the Indian Context

This section introduces Amy Edmondson's seminal work on psychological safety, defining it as a shared belief that the team is safe for interpersonal risk-taking. We will explore how cultural nuances within India, such as hierarchical structures and communication preferences, can influence the expression and perception of psychological safety. Understanding these dynamics is crucial for leaders to effectively implement strategies that resonate locally and foster genuine openness without compromising respect or operational effectiveness.

 **Activity: Group discussion on perceived barriers to open communication in Indian workplaces.**

2. Assessing Your Organisation's Psychological Safety Baseline

Before implementing change, it is vital to understand the starting point. This module focuses on practical methods for measuring psychological safety, including the design and administration of effective surveys tailored for Indian employees. We will cover how to formulate questions that elicit honest responses and how to analyse the data to pinpoint specific team or departmental vulnerabilities. This data-driven approach ensures interventions are targeted and impactful.

 **Activity: Small group exercise: Drafting sample survey questions for psychological safety.**

3. Leadership Behaviours That Cultivate Safety

Leaders play a pivotal role in shaping team climate. This section details specific, actionable leadership behaviours that demonstrably enhance psychological safety. We will cover practices such as active listening, inviting input, responding productively to mistakes, and showing vulnerability. By modelling these behaviours consistently, leaders create an environment where team members feel valued, respected, and empowered to contribute their best.

 **Activity: Role-playing scenarios demonstrating supportive leadership responses to team challenges.**


4. Embedding Safety Through Structural and Process Changes

Beyond individual behaviours, organisational structures and processes significantly impact psychological safety. This module explores how to redesign meetings to encourage participation, establish constructive feedback loops that focus on growth, and cultivate a culture where learning from failures is embraced rather than punished. These systemic changes provide a robust framework that supports and sustains psychological safety across the organisation.

 **Activity: Brainstorming session on redesigning team meeting structures for greater inclusivity.**

5. Sustaining Psychological Safety: Avoiding Regression

Building psychological safety is an ongoing journey, not a one-time event. This section addresses common pitfalls and organisational dynamics that can erode safety over time, such as shifts in leadership, increased pressure, or unresolved conflicts. We will equip participants with strategies for continuous reinforcement, including regular check-ins, celebrating open communication, and addressing any emerging concerns proactively to maintain a thriving and safe environment.

 **Activity: Case study analysis of a team that lost its psychological safety and identifying contributing factors.**

6. Tools for Measurement and Continuous Improvement

To ensure sustained progress, effective measurement and feedback loops are essential. This module provides practical tools and templates for ongoing assessment of psychological safety, including pulse surveys and qualitative feedback mechanisms. Participants will learn how to integrate these tools into regular management practices, enabling them to track progress, identify new challenges, and continuously refine their strategies for fostering a truly safe and high-performing workplace.

 **Activity: null**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate the importance of psychological safety and the programme's objectives to all employees.	HR/Manager	Week 1	Ensure clear messaging about the benefits and commitment from leadership.
Conduct a baseline psychological safety assessment using the provided survey tools.	HR	Month 1	Anonymity and confidentiality must be guaranteed to ensure honest feedback.
Integrate specific psychological safety-building behaviours into leadership training and performance reviews.	Manager	Week 2	Provide concrete examples and coaching for leaders on desired behaviours.
Review and update key organisational processes (meetings, feedback, failure response) based on assessment findings.	HR	Month 1	Pilot changes in a few teams before organisation-wide rollout.
Establish regular 'safety check-ins' within teams to discuss open communication and potential concerns.	HR/Manager	Month 2	Train managers on how to facilitate these check-ins effectively and empathetically.
Develop a communication plan to share assessment results and subsequent actions with employees.	Leadership	Quarter 1	Transparency about findings and planned improvements builds trust and accountability.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.