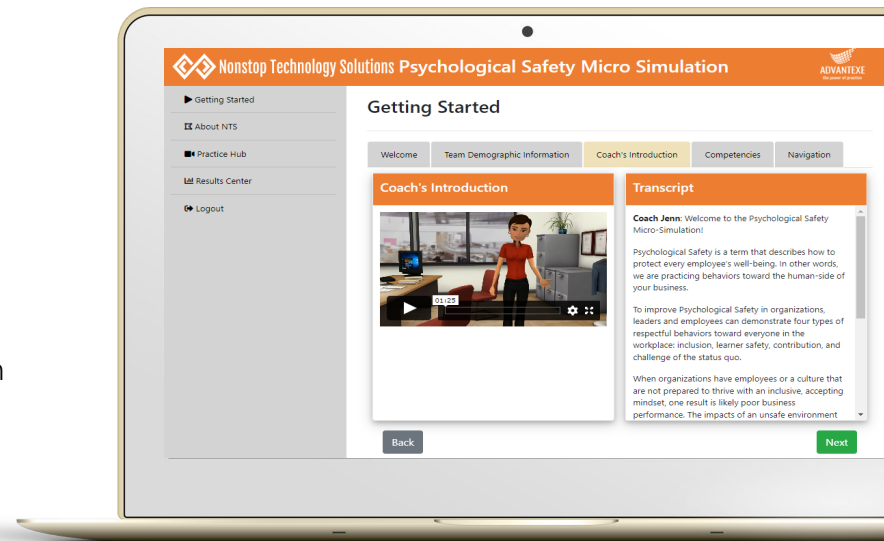


# Psychological Safety Masterclass

Psychological safety is defined as a workplace climate enabled by emotional intelligence that allows people to take risks, learn from mistakes, give candid feedback, and innovate. When your environment is not psychologically safe, people tend to keep ideas to themselves, shut down, and enter a self-preservation mode. None of that is good for business.

To help organizations create an inclusive culture with decreased employee disengagement, fear, anxiety, and high turnover, Advantex has created the Psychological Safety masterclass featuring a digital micro-simulation for hands-on practice and application.

In the simulation, learners step into various roles within a fictitious company called Infinite Technology Solutions. They weave their way through a series of situations by reacting to events, interacting with virtual colleagues and employees, and making decisions that best serve the employee's well-being. At the end of the simulation, learners receive a score based on three key competencies that revolve around how effectively they were able to protect employee's well-being within the business setting.



# Psychological Safety Masterclass



A D V A N T E X E

## How it Works

To support our clients in fostering inclusive and open work environments, Advantex has created the **Psychological Safety Masterclass Experience** which includes a dynamic webinar, a digital business simulation, and interactive debriefing sessions.

The entire engagement is less than 3 hours and can be accomplished over the course of a few weeks. The Masterclass Experience includes:

- **Virtual Connection** - a 90-minute webinar introducing learners to key Psychological Safety issues and trends
- **Asynchronous Simulation** – learners will complete a short 45-minute, 4-scenario microsimulation
- **Virtual Wrap-up** – We conclude with a group interactive debrief that covers the decisions in the simulation

## About the Simulation

The Psychological Safety simulation can be played by individuals or by teams, either online or in the classroom.

Learners begin the simulation by learning about psychological safety and its impact on the workplace. Inspired by the work of Tim Clark, learners will practice the principles of psychological safety in a risk-free environment.

From there, learners will tackle a series of 4 scenarios where they will step into various roles within a fictional organization. Each scenario will present situations in which psychological safety has been impacted and the learner will practice taking actions to create a more inclusive working environment.

Each scenario within the simulation provides a set of key takeaways and action items for learners to bring back to their day-to-day roles.

## Learning Focus & Audience

In the simulation learners make decisions to practice the three key competencies required to effectively protect employee's well-being within the business setting:

1. Psychological Safety
2. Engagement
3. Business Leadership

The simulation is designed for professionals at all levels.

## Masterclass Pricing

We're offering 3 tiers to choose from when delivered in Q1 2023

- **Initial Pilot:** program for up to 12 participants for \$1,750
- **Option 1:** 25 participants for 3,000
- **Option 2:** 50 participants for \$5,000
- **Option 3:** 150 participants for \$10,000
- **Option 4:** 250 participants for \$15,000