

# PSYCHOLOGICALLY SAFE LEADER METHOD

VALUED AT  
**\$1399.99**

REGISTER FOR  
**\$799.99**

\*3-month payment plan available



  
**MINDFUL  
EMPLOYER**  
*canada*

A PROGRAM DEVELOPED TO  
ANSWER ALL YOUR GOOGLED  
LEADERSHIP QUESTIONS.



# WHO WOULD BENEFIT?

Psychologically Safe Leader Method was developed for anyone who has a role, or is aspiring to have a role where they are responsible for managing, influencing or leading people in the workplace or who work remotely. This can include managers, supervisors, directors, occupational health, disability management, wellness professionals, consultants, etc.

## WHAT'S INCLUDED

### CURRICULUM

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Seven on-demand courses containing evidence-based, peer-reviewed strategies, resources, and frameworks developed by Canada Life's Workplace Strategies for Mental Health. Each course includes reading, videos, and activities to equip leaders with practical, uncomplicated, and effective tools. We also share the language experts use to build trust, engage employees, and address issues. Starting March 2024, a course will be released to participants at the beginning of each month. (See the pages below for details about the courses.)

### COMMUNITY

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Joining Psychologically Safe Leader Method means participants will have a community to lean on, learn from, and remind themselves that they're not alone. Learners will be invited to join the Inner Circle, a dynamic community of practice dedicated to fostering psychologically safe workplaces. This will include ad hoc meetings where Sarah Jenner and Mary Ann Baynton will share the latest ideas, strategies, and resources in development. Participants will get answers to their questions, feedback on their ideas, and support for their projects on these calls or through the Inner Circle online forum.

### ASK-THE- EXPERT SESSIONS

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Participants will receive mentorship and guidance from industry experts to help them navigate the highs and lows of leadership. Past experts included Mary Ann Baynton, Director of Collaboration and Strategy at Workplace Strategies for Mental Health, Dave Lowther, VP of Telus International, Carolyn Swora, Author and Dare to Lead™ Facilitator, and Lauren Bernardi, lawyer and HR advisor with Bernardi Human Resource Law. Participants will have their workplace challenges or questions answered so they can continue to develop effective skills and strategies.

### CERTIFICATION

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After finishing 5 of the 7 Psychologically Safe Leader courses, passing course quizzes, and completing the Applications of Knowledge for those courses, participants will be Certified in the Psychologically Safe Leader Method. This can happen in as little as 6-months. Walking away with evidence-based frameworks and expert tips, participants will be ready to apply what they've learned to address any leadership challenge they face. This will make them an essential asset to their organization and a transformational leader.



# WHY PSYCHOLOGICALLY SAFE LEADER METHOD?

The difference between Psychologically Safe Leader Method and many other leadership development opportunities is that we teach participants what to say, when to say it, and how to say it. Rather than share theory or processes with leaders who are already dealing with high demands, we make it easy for them to take what they learn and apply it immediately to the situations at hand. Self-awareness and self-care are built into the fiber of the Psychologically Safe Leader Method. We don't expect leaders to be mental health experts, we actively teach them to do no harm, to know when someone needs additional resources, and to learn how to recommend these resources in a tactful and encouraging way. We are committed to being champions for the mental health and psychological safety of those who manage, support, and lead others.

## THE CURRICULUM

### COURSE 1

#### *Foundations for Psychologically Safe Leadership*

#### LEARNING OUTCOMES

After completing Foundations for Psychologically Safe Leadership, you'll have:

- Communication strategies that build trust and commitment.
- A framework to address employee performance challenges that focus on employee commitment to change.
- Personalized plans to help leaders and staff manage stress, support their well-being, and address current stressors.

### COURSE 2

#### *Recognizing & Responding to Mental Health Issues*

#### LEARNING OUTCOMES

After completing Recognizing and Responding to Mental Health Issues, you'll have:

- Understanding of the four domains of emotional intelligence and ways to leverage them.
- Language to use when approaching employees struggling at work.
- Ways to recommend resources to employees without making them feel ashamed or judged.

## COURSE 3

### *Supporting Employees at Work*

#### LEARNING OUTCOMES

After completing Supporting Employees at Work, you'll have:

- A framework for employee task management that focuses on constructive feedback, recognition, and supports the employee to meet the desired outcome.
- Awareness of reasonable accommodation, undue hardship, and strategies that support an employee's successful return to work.
- A framework to create a comprehensive accommodation plan focused on the employee's cognitive and behavioural capabilities to meet job expectations. Requiring no medical information.

## COURSE 4

### *Building Healthy Teams*

#### LEARNING OUTCOMES

After completing Building Healthy Teams, you'll have:

- Actions to ensure every team meeting is respectful, engaging, and productive.
- A collection of team activities you can leverage to enhance team cohesion, reduce conflicts, and improve team culture.
- An actionable team activity calendar to build social intelligence, improve effectiveness, and support employee well-being.

## COURSE 5

### *Resolving Interpersonal Challenges*

#### LEARNING OUTCOMES

After completing Resolving Interpersonal Challenges, you'll have:

- A framework to create a guideline for what constitutes a psychologically safe interaction and strategies that prevent and address bullying.
- An approach to address conflict between staff that gets commitment from employees to move beyond tolerating one another and towards respectful workplace interactions.

# THE CURRICULUM



## COURSE 6

### *Assessing & Improving Psychological Health & Safety*

#### LEARNING OUTCOMES

After completing Assessing and Improving Psychological Health and Safety, you'll have:

- Insight into the psychosocial factors that impact psychological health and safety within an organization and team.
- Key tools to assess psychological health and safety, and how to break down the results and evidence-based actions you can use to improve.
- A framework to discuss team improvements, and practical adjustments that can be made to improve your team's score in each of the psychosocial factors.

## COURSE 7

### *Creating Safe Workspaces*

#### LEARNING OUTCOMES

After completing Creating Safe Workspaces, you'll have:

- Tools to help you and your team to identify unconscious bias, understand what microaggressions are and constructive ways to intervene when you witness them, and the many intersections that can affect an individual's experience at work and in life.
- Understanding of themes identified in research data from inclusivity roundtables that were facilitated across Canada and consider how those themes show up in your team environment.
- A framework to engage your team in a conversation about collective ethics, and work together to commit to actions that will support brave spaces that prioritize open communication, safety, belonging, and accountability.

## CONTINUING EDUCATION

Upon finishing each course, participants will receive a certificate of completion that includes hours spent and the learning objectives of that course, with a total of 64 hours for the entire course library. This can be used for continuing education credits with most organizations.