



360 LEADERSHIP IMPACT



PSYCHOLOGICAL SAFETY & RISK FACTORS



ONLINE – USING COMPUTER, PHONE OR TABLET



INTERACTIVE DASHBOARD/APP

What is it?

The PSI 360 gives a leader an indication of how their leadership impacts on the psychological safety and inclusivity of others they lead and interact with on a regular basis, and what capabilities they can grow in order to improve their impact.

Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe in interpersonal risk taking.

Inclusion occurs when a group of diverse people (e.g. of different ages, cultural backgrounds, genders) feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improve their organisation.

A leader's impact on a team's lived experience of psychological safety and inclusivity is significant. Developing leaders' capacity in core capabilities that create safe and inclusive teams, will have significant impacts for themselves, their teams and their performance.

Why do it?

New legislation and guidelines (ISO 45003 Psychological Health and Safety at Work) have been implemented whereby Directors and Executives are responsible for ensuring employees have a psychologically safe environment to work.

Given leadership is a huge leading indicator on team culture and climate it is essential that the leader understand their influence and how it may be helping or hindering the psychological safety and inclusivity of their teams.

Organisations who measure the psychological safety profile of their teams and their leaders, to identify and then respond to risk factors, will remain ahead of the curve. Showing support, the mental health and wellbeing of their staff gives these organisations the competitive advantage.

How is it administered?

The PSI 360 is a short assessment administered online and takes around **10 minutes** to complete.

The leader will nominate their feedback providers (raters) to complete the survey and results will be presented in a confidential report and debriefed by an accredited coach.

Tech enabled solutions are provided to the leaders to assist them in their development.

Who is it for?

Organisations that see the link between leaders and team performance, between high psychological safety and retention, productivity, engagement, and safety will greatly appreciate and utilise this leadership development solution.

Given leaders play a large part in creating and influencing the culture and climate of the teams they lead, it is imperative that they understand the impact they are having and know specifically what they need to do to improve and maintain it.

What do Leaders receive?

In addition to their personalised results, leaders also gain access to online development resources that utilise neuroscience to create lasting and effective behavioural change. These solutions are specifically targeted to the leader's lowest areas of capability as indicated by the results.

Accreditation

As a whole solution, DDI can accredit internal coaches within organisations to facilitate the PSI 360 program. These internal coaches will be able to interpret the results, understand the strengths and development areas of leaders, and engage with them to make commitments for improvement. This works in conjunction with the micro learnings. Internal accredited coaches will alleviate the need for coaching from external providers.

Coach in your pocket

Micro learnings and courses will support the leaders to connect further with specific parts of the results and guide them to understand their contribution to the current environment and make to a commitment for change.

These micro learnings can be shared with the leader's manager /HR to help keep the leader accountable to their own commitment as well as to the overall goal of sustaining a high level of psychological safety amongst the team they lead.