

Fearless Teams & Courageous Leadership

Building the psychological safety that unlocks high performance

A Jigsaw Better Business leadership development programme

The best leaders don't demand performance, they create the conditions for it.

Research consistently shows that the single biggest predictor of team performance isn't talent, resources, or strategy.

It's whether people feel **safe enough to speak up, contribute, take risks, and show up fully.**

Sound familiar?

- ▶ You're trying to navigate growth, hybrid work, or change
- ▶ Collaboration is surface-level; trust is low
- ▶ Mistakes get covered up instead of learned from
- ▶ Only the loudest voices are heard in meetings
- ▶ People hold back ideas for fear of judgement
- ▶ Some voices are consistently missing from the conversation
- ▶ The team is polite, but not honest
- ▶ Real issues stay unspoken
- ▶ Change initiatives rely on you, rather than the team

Why psychological safety?

The #1 predictor of team performance

Research including Google's Project Aristotle found that psychological safety — not talent or resources — was the single biggest differentiator between high-performing and average teams.

The foundation for everything else

Engagement, retention, innovation, and learning all depend on people feeling safe enough to contribute. Without it, even the best strategy stalls.

The skills AI can't replace

The ability to create belonging, invite challenge, and lead with courage are uniquely human — and increasingly what sets exceptional leaders apart.

What is Fearless Teams & Courageous Leadership?

Fearless Teams & Courageous Leadership is a practical, evidence-based programme grounded in the research of **Amy Edmondson** (Harvard Business School) and **Timothy R. Clark's** four-stage model of psychological safety. It helps leaders and teams understand, measure, and build the conditions where every voice matters, every person contributes, and the team performs at its genuine best.

Jigsaw Better Business practitioners are accredited by Amy Edmondson's **The Fearless Organization**.

Testimonial

"The programme accelerated the development of a stronger team spirit. The atmosphere changed, much more of a case of 'we are in this together'. The programme allowed space for team members and the team leader to be vulnerable through a facilitated session. This led to increased trust and an increased willingness to help each other."

Senior Leader, Public Sector Organisation

NPS Score: 9–10 • Would recommend to any leader who is ready for it

Choose your path

Option A

Intact Team

One full-day team workshop

For an existing team that wants to work better together — more honesty, more collaboration, more trust, better results.

The process:

1. Pre-session 1:1

Coach meets the team leader to understand context, strengths, and challenges

2. Team briefing

Brief introductory session to set expectations and answer questions

3. Questionnaire

Each team member completes a short confidential online survey (3 minutes)

4. Full-day workshop

Facilitated session: results, honest conversation, insights, and team commitments

5. Follow-up 1:1

Debrief with the team leader to consolidate learning and plan next steps

Who's it for?

Ideal for teams navigating hybrid working, interpersonal tension, low engagement, or a desire to perform at a higher level.

Option B

Leaders' Workshop

Half-day or full-day workshop

For leaders who want to understand, measure, and build psychological safety within their own teams, and lead with greater courage and clarity.

What's covered:

- ✓ What psychological safety is, and what gets in the way of building it
- ✓ The four stages: Inclusion, Learner, Contributor & Challenger Safety
- ✓ How your leadership behaviour shapes team culture every day
- ✓ The role of vulnerability, modelling, and responding well to failure
- ✓ Practical tools to assess and build safety in your team
- ✓ Peer reflection and personal commitment planning

Who's it for?

Ideal for leaders at any level. Can be run in-house for a leadership group, or joined as an open programme.

What you'll experience

A measurable team picture

Understand where your team actually stands, not where you assume it does.

A shared language

Give your team a common framework for how trust, risk, and voice work together.

Greater honesty in conversations

Create the conditions where people say what they actually think.

Stronger trust and collaboration

Build the team cohesion that makes real performance possible.

Practical strategies for leaders

Leave with specific behaviours to model, embed, and sustain psychological safety.

Results that last

We check in after the workshop. Our clients report sustained change months later.

Ready to build a fearless team?

► **Expression of Interest:** <https://jigsawbetterbusiness.ie/leanleader/>

► **Email:** hello@jigsawbb.ie