

aractech

Global Learning for Operational Leaders



HEALTH SAFETY AND ENVIRONMENT | HSE-002

Certified Psychological Safety Leader (CPSL)

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Course content

Why Attend

The Complete Course on Psychological Safety and Empathy in Leadership

Unlock the full potential of your team by cultivating a culture of trust, empathy, and open communication.

Course Methodology

Course Objectives

- Explain the core principles of psychological safety and analyze how it influences team performance, innovation, and organizational culture
- Apply empathetic leadership practices to cultivate trust, strengthen engagement, and foster a collaborative team environment
- Recognize and address common barriers to open communication, and design safe, judgment-free spaces for honest feedback and dialogue
- Enhance emotional intelligence (EQ) to better understand team dynamics, support psychological wellbeing, and reduce fear-based behavior in the workplace
- Develop and implement a personalized leadership action plan to integrate psychological safety and empathy into daily leadership practices, team interactions, and organizational initiatives

Target Audience

- This training course is suitable to a wide range of professionals but will greatly benefit:
- Executives and senior managers
- Team leaders and department heads
- HR and talent development professionals

Course outline

Detailed course outline

Day-by-day outline for Certified Psychological Safety Leader (CPSL).

Day 1 - Foundations of Psychological Safety in Leadership

- The science and impact of psychological safety in the workplace
- Amy Edmondson's framework and its application in leadership
- The cost of silence: fear-based cultures vs. open cultures
- Recognizing signs of psychological unsafety in teams
- Leader's role in shaping safe-to-speak environments

Day 2 - The Power of Empathetic Leadership

- Defining empathy and its distinction from sympathy and compassion
- Empathy as a leadership strength and emotional intelligence pillar
- Recognizing emotional cues in yourself and others
- Techniques to practice active listening and emotional validation
- Building emotional rapport with diverse teams

Day 3 - Leading with Trust and Vulnerability

- Creating psychological contracts with your team
- Modeling vulnerability and humility as a leader
- Encouraging failure tolerance and learning from mistakes
- Handling difficult conversations with care and empathy
- Establishing boundaries while staying emotionally connected

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Day 4 - Empowering Open Communication and Inclusion

- Removing communication barriers and hierarchical fear
- Inclusive leadership: inviting all voices to the table
- Facilitating open dialogue in team meetings and reviews
- Encouraging feedback without retribution
- Designing mechanisms for continuous, open communication

Day 5 - Embedding Safety and Empathy into Culture

- Assessing your team's psychological safety levels
- Leadership self-assessment: empathy and safety indicators
- Coaching others to lead with empathy and safety
- Crafting a leadership action plan

Seminar dates

Available seminar dates

Live dates and pricing for Certified Psychological Safety Leader (CPSL) generated from the course details page.

Date	Location	Format	Fee
20 - 24 July 2026	Vienna	Classroom	€2,975
3 - 7 August 2026	Barcelona	Classroom	€2,695
7 - 11 September 2026	Rome	Classroom	€2,975
12 - 16 October 2026	Munich	Classroom	€2,415
9 - 13 November 2026	Amsterdam	Classroom	€2,975
14 - 18 December 2026	London	Classroom	€2,940

Live online option

Online delivery is available at €1,250.