THINK productive

Thriving Teams

Building a Culture of Resilience & Psychological Safety

Why do good teams get stuck in patterns that hold everyone back?

Today's workplaces are full of competing demands, shifting priorities and external uncertainty. Left unaddressed, teams start protecting themselves rather than each other: mistakes get hidden, honest conversations get avoided, and people quietly disengage rather than risk getting it wrong.

This practical, interactive session builds the conditions for psychological safety, trust and resilience, whether that's equipping leaders and managers with strategies to shape team culture, or working directly with an intact team to build clarity and trust together, on the day.

A fully customisable session

We recommend:

In-person or online | 3hrs | Up to 20 people

What you'll learn & do

This workshop empowers your teams to:

- Discover the four key elements for thriving teams
- Assess your team's psychological safety with the Thriving Teams Health Check
- Reframe failure and mistakes as learning moments that drive innovation
- Build practical strategies for navigating uncertainty without losing engagement or focus
- Explore how AI can strengthen communication and support a more connected team culture

94% of participants would recommend our workshops

Who is this workshop for?

- Teams going through change, restructuring or rapid growth who need to stay connected and psychologically safe through it
- HR, L&D or OD leads wanting a session that tackles culture and performance together, not wellbeing as a separate conversation
- Managers of teams that feel disconnected, defensive or stuck in habits that block honest conversation
- Leadership teams, or intact teams, wanting flexibility: a strategy session for leaders, or a working session where the team builds trust and agreements together on the day

What this workshop offers

- **Flexible by design.** Run as a strategy session for leaders and managers, or a working session for an intact team.
- **Grounded in real thinking.** Draws on Black Box Thinking, Growth Mindset, Kindful Leadership and Struggle.
- **Learning that lasts.** Every participant gets access to the Productivity Ninja® Academy.
- **A format that fits.** 3 hours (leaders and managers) or 6 hours (intact teams), in person or live online, for up to 20 people.

What you'll do

You'll start by exploring the four key elements that make teams thrive, then use the Thriving Teams Health Check to assess where your own team actually stands on psychological safety. From there, you'll dig into reframing failure, learning to treat mistakes as information rather than something to hide, using thinking from Black Box Thinking and Growth Mindset.

The session also tackles "high-functioning fear," the perfectionism, defensiveness and quiet disengagement that show up in teams who look fine on the surface but aren't. You'll explore

kindful leadership, balancing clarity and compassion, and look at how AI can support clearer communication and a more connected culture. If you're running this with an intact team, you'll leave having built real agreements together, not just discussed the theory.

What happens when psychological safety is built

When teams learn to communicate with intention, everything changes:

- Mistakes become learning moments, not things to hide
- People speak up before small issues become big ones
- Perfectionism and defensiveness ease, replaced by honest, open conversation
- Teams stay engaged and clear, even through uncertainty and change
- Trust and collaboration become how the team works, not just something they aspire to

Forestry Commission

"My confidence as an HR professional and leader has changed. I am undertaking so much of what you recommend."

Emma Martin

Benefits & Results

The most immediate benefit is honesty: people leave with a shared language for talking about mistakes, uncertainty and fear without it feeling like a weakness. But the deeper shift is cultural. Once a team has real psychological safety, collaboration, innovation and resilience stop being aspirational and start being how the team actually operates.

What your organization gets

A team who can navigate change and uncertainty without collapsing into disconnection or defensiveness. Practical tools for communication, boundaries and team agreements, embedded through real situations, not just discussed in theory.

Norgine

“Very useful background and good food for thought for more work to do with my team.”

Marc Watson

Why it matters

Thriving teams aren’t the ones with the fewest problems, they’re the ones with enough safety to actually talk about them.

- Mistakes get hidden, so the lessons in them are lost
- Fear of getting it wrong breeds perfectionism, defensiveness and quiet disengagement
- Uncertainty and change leave people reactive and disconnected, not clear and aligned

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“Very thought provoking. Gave me lots of ideas of initiatives to introduce and really helped me identify things that could be better.”

Operations Manager

Beyondly

Your workshop. Your way.

We recommend a **3 hour** workshop for a team of **20 people**, but like all our workshops, it can also be tailored to your exact needs.

Available options:

Formats

In-person, Online

Group size

Recommended: Up to 20 | Keynote length: Unlimited

Duration

Intact teams: 6 hrs | Leaders and managers: 3 hrs | Keynote length: 2 hrs