

**10<sup>th</sup> EAWOP WorkLab – Practitioner Skills Workshop**  
**Engaging Leadership: Cultivating Employee Strengths and**  
**Psychological Safety in Organizations**

2<sup>nd</sup> to 4<sup>th</sup> November, 2023, Valencia, Spain

Proposed Timetable

**Thursday 2<sup>nd</sup> November**

*Aim: Getting to know each other and creating the foundations for the programme*

15.00 to 16.00	<i>Meet the Editors of InPractice</i> Discuss writing up cases, career paths stories, practice spotlights for <i>InPractice</i> (optional additional session).
16.00 to 17.00	<i>Introductions</i> Meeting begins with refreshments, introductions, networking, and outline of WorkLab content.
17.00 to 17.15	<i>Break</i>
17.15 to 18.15	<i>Speed Dating</i> Participants ‘speed date’ to share and explore their experiences (cases) with leaders creating psychologically unsafe work environments.
18.15 to 19.00	<i>Group Reflections</i> Brief plenary reflection on cases and expectations for the WorkLab.
19.00	<i>Welcome Drink Followed by Dinner</i>

## Friday 3<sup>rd</sup> November

### Action Labs

*Aim: Exploring the topic of destructive leadership through theory and real-life cases, focusing on its causes as well as approaches and tactics for prevention and/or resolution*

9.00 to 9.45	<i>Business Case for Psychological Safety</i> Presentation by Kimberley Breevaart
9.45 to 10.15	<i>Icebreaker: Psychological Safety – Impact</i> Activity: Gallery walk Visually expressing and sharing the motivation behind your commitment to psychological safety in the workplace. Have a clearer understanding of the impacts each of us hopes to achieve through our efforts.
10.15 to 11.00	<i>Origins of Destructive Leadership: Why and how do they do it?</i> Presentation by Kimberley Breevaart & Jessica Halgren
11.00 to 11:30	<i>Refreshments</i>
11.30 to 12.45	<i>Action Lab 1: Exploration &amp; Reflections – Context &amp; Conditions</i> Participants will work in small groups. Each group focuses on a case and engages in different activities that will eventually lead to the identification of actionable solutions. In this first step, the aim is to get a good understanding of the case, its context, and the underlying factors and dynamics. <i>Kimberley and Jessica will engage with the participants throughout the Action Labs.</i>
12.45 to 14.00	<i>Lunch</i>
14.00 to 15.30	<i>Action Lab 2: Brainstorming &amp; Applications – Strategies &amp; Interventions</i> In this second step, the groups dive deeper into the cases by brainstorming about the strategies and interventions needed to create a psychologically safe environment by preventing and/or addressing the leader's behavior.
15.30 to 15.45	<i>Refreshments</i>
15.45 to 16.45	<i>Action Lab 2: Brainstorm &amp; Discuss Lessons Learned</i> Groups identify key points of their cases and related strategies and interventions to share.
16.45 to 17.15	<i>Group Reflections</i> Open dialogue and individual reflections: participants share, listen to, and build on relevant experiences, emergent insights, best practices, new ideas, etc.
17.15 to 18.00	<i>Break</i>
18.00	<i>Local Cultural Activity &amp; Dinner in Town</i>

## Saturday 4<sup>th</sup> November

*Aim: Discussing strategies to prevent and stop destructive leadership*

9.00 to 09.45	<i>Interventions Destructive Leadership: What should you do?</i> Presentation by Kimberley Breevaart & Jessica Halgren
09.45 to 10.45	<i>Action Lab 3 – Part 1: Outcomes – Collective Wisdom &amp; Takeaways</i> Fostering dialogue centered around the practical and theoretical challenges of addressing abusive leadership, aiming to bridge the gap between what researchers offer and what practitioners require, and vice versa.
10.45 to 11.15	<i>Refreshments</i>
11.15 to 12.15	<i>Action Lab 3 – Part 2: Outcomes – Collective Wisdom &amp; Takeaways</i> Cultivating a deeper introspection regarding the participants' evolving perceptions and understandings of leadership qualities and employee strengths, as illuminated by the workshop's learnings.
12.15 to 12.30	<i>Final Sharing &amp; Reflections</i> Groups will share their learning, insights, and related actions for addressing cases of destructive leadership and psychological safety in practice.
12.30 to 13.00	<i>WorkLab Evaluations and Future Plans</i>
13.00	<i>Lunch and Departure</i>