The Neuroscience of Psychological Safety in Transformation

About This Masterclass

What if the primary reason organisational change initiatives fail isn't poor strategy or insufficient planning — but a fundamental misunderstanding of how the human brain responds to change? Research consistently shows that most change initiatives fall short of their objectives, yet change professionals continue to rely on frameworks that treat resistance as an obstacle to overcome rather than a neurological signal to decode.

Developed by the Academy of Brain-based Leadership (ABL) and delivered exclusively for Change Management Institute members, **The Neuroscience of Psychological Safety in Transformation** is a transformative 4-hour virtual masterclass that equips change practitioners with the neuroscience foundation every successful transformation requires. Grounded in cutting-edge research and validated with over 20,000 users globally, ABL's proprietary S.A.F.E.T.Y.™ framework translates complex brain science into immediately applicable tools, diagnostics and strategies — giving you a powerful new lens through which to lead change.

The Neuroscience Imperative

The Academy of Brain-based Leadership offers change practitioners a paradigm shift: a scientifically-grounded approach that transforms change management from a compliance exercise into a brain-friendly journey.

Every change initiative—whether digital transformation, restructuring, or cultural evolution—must pass through the human brain before it can succeed.

When change leaders ignore the brain's hardwired threat-detection systems, they inadvertently trigger neurological resistance that no amount of communication plans or stakeholder matrices can overcome.

ABL's S.A.F.E.T.Y.™ framework provides change professionals with what traditional methodologies lack: **a neurologically-informed roadmap that addresses the six fundamental domains the brain monitors for threat during periods of uncertainty.**

Who Should Attend

This masterclass is designed for change management professionals who are ready to go beyond process and planning to understand the human neurological drivers that determine whether change succeeds or fails. It is ideal for:

- Change managers and practitioners at all levels
- Organisational development and HR professionals
- Change consultants and coaches
- Leaders and executives sponsoring or driving transformation
- Anyone responsible for bringing people through uncertainty and change

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This masterclass will equip you to:

- ❑ **Stay Compliant:** Meet legislated psychosocial risk requirements with evidence-based practices
- ❑ **Design change initiatives that work with brain biology** rather than against it
- ❑ **Lead Change Effectively:** Understand the neuroscience of resistance and how to overcome it
- ❑ **Communicate in ways that calm threat responses** rather than inadvertently triggering them
- ❑ **Reduce Risk:** Proactively identify and manage psychological safety before issues escalate
- ❑ **Drive Performance:** Build high-trust teams that thrive through transformation
- ❑ **Gain Practical Tools:** Walk away with the S.A.F.E.T.Y.™ framework and tools along with an implementation roadmap
- ❑ **Protect Their People:** Create cultures where employees feel safe during uncertainty and change
- ❑ **Build organisational capacity for continuous adaptation** by strengthening psychological safety and building resilience

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What You Will Learn

Foundation: Brain-Based Psychological Safety

Discover why psychological safety is the cornerstone of organisational transformation:

- **Decode the neuroscience** behind psychological safety and its impact on change readiness
- **Connect the dots** between psychological safety & high-performing teams navigating change
- **Master the language** of S.A.F.E.T.Y.™to create shared awareness and understanding
- **Build the case** for psychological safety as a strategic imperative in change initiatives

Self-Mastery: Leading Change from Within

Develop the self-awareness essential for guiding others through transformation:

- **Identify your S.A.F.E.T.Y.™ drivers** and understand how they shape your behaviour
- **Recognize your triggers** and learn to manage your needs to mitigate stress
- **Uncover hidden biases** that may derail change efforts and decision-making
- **Communicate with clarity** by expressing your needs while modelling transparency

Relationship & Team Dynamics: Activating Collective Change

Equip yourself to build psychologically safe environments where change thrives:

- **Cultivate trust** by encouraging team open dialogue, feedback, and psychological safety
- **Leverage S.A.F.E.T.Y.™ diversity** to harness different perspectives and strengths
- **Strengthen connections** that drive engagement, collaboration, and sustained momentum
- **Elevate emotional intelligence** to respond to team needs in real-time
- **Foster belonging** by honouring individual experience while advancing collective goals

Culture Transformation: Embedding Psychological Safety at Scale

Position yourself as a champion of sustainable, brain-based change:

- **Advocate strategically** for psychological safety as the foundation of culture change
- **Deploy proven tools** and measurements to assess and strengthen safety across all levels
- **Design interventions** that embed S.A.F.E.T.Y.™ principles into processes and practices
- **Drive accountability** by championing safe practices & measurements to sustain transformation
- **Create lasting impact** through strategies that make psychological safety a lived cultural reality

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Your Masterclass Inclusions

Everything you need to learn, apply and sustain psychological safety in your change practice:



Inclusion

- ✓ 4-Hour Virtual Masterclass with ABL Master Facilitator
- ✓ S.A.F.E.T.Y.™ Self-Assessment & Personal Profile Report
- ✓ S.A.F.E.T.Y.™ Reference Guide
- ✓ *Psychological Safety* Book by Dan Radecki & Leonie Hull
- ✓ PS Pulse™ Dashboard Access
- ✓ 1st Team PS Pulse™ Code & 18-Page Team Report
- ✓ 1:1 Post-Workshop Roadmap Session with ABL Expert

Total Value Per Person AUD $1,200

Member Price AUD $595
(Save 50%)