
Psychological Safety in Teams

23 - 27 Nov 2026
Madrid





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Ref.: 1016_830 **Date:** 23 - 27 Nov 2026 **Location:** Madrid **Fees:** 5700 **GBP**

Psychological Safety in Teams is a 5-day senior leadership course delivered by Mars Training Centre at international venues in London, Amsterdam, Dubai, Vienna, and Kuala Lumpur — designed for directors, vice presidents, and senior managers who lead teams where speaking up, challenging the status quo, and admitting mistakes determine performance.

Two decades of research, beginning with Amy Edmondson's work at Harvard, have established psychological safety as the foundation of high-performing teams. Yet in most organisations, senior leaders confuse safety with niceness, mistake silence for agreement, and lose the early-warning signals their teams could have given them. The cost is real: missed risks, slow innovation, quiet talent leaving, and the kind of cultural drift that becomes obvious only after a public failure.

Across five focused days, you will diagnose the current state of safety in your own team using a validated instrument, work through real cases of teams that recovered safety after losing it, practise the specific behaviours that leaders use to make speaking up worth the risk, and leave with a personal action plan to apply when you return to your role. The programme is delivered by senior practitioners with executive and team-leadership experience.

What You Will Learn

By the end of this programme, you will be able to:

- Define psychological safety precisely and distinguish it from related concepts such as trust, comfort, and engagement.
- Diagnose the current level of psychological safety in your own team using a validated assessment instrument.
- Apply Edmondson's four-stage model — inclusion safety, learner safety, contributor safety, and challenger safety — to your team's situation.
- Identify the specific leader behaviours that signal it is safe to speak up, and those that quietly close the conversation down.
- Run team meetings, reviews, and post-mortems in a way that surfaces dissent rather than buries it.
- Respond to bad news, mistakes, and unpopular opinions in ways that reinforce safety rather than punish it.
- Lead a team through a setback or failure while protecting the conditions for future candour.
- Build psychological safety into hiring, onboarding, and performance conversations.
- Coach other senior leaders in your organisation on creating safer teams.



How You Will Benefit

You will leave with a clear personal diagnosis of the conditions you create in your own team, a set of specific behaviours to start and stop using, and a Mars Certificate of Completion.

Your organisation will gain a senior leader whose teams surface risks earlier, learn from mistakes faster, retain their best talent longer, and produce better decisions because dissent is treated as data rather than disloyalty.

Who This Programme Is For

This programme is designed for senior leaders who carry responsibility for team performance, including:

- Senior Vice Presidents and Vice Presidents
- General Managers and Country Managers
- Directors of operations, technology, engineering, sales, and product
- Heads of function across HR, finance, legal, and marketing
- Senior public-sector executives leading professional teams
- Senior project, programme, and transformation directors

The seniority floor is director level and above.

How the Course Is Delivered

- Facilitator-led interactive sessions, balancing teaching with discussion and applied exercises.
- A balanced mix of theory, regional case studies, and applied exercises.
- Validated diagnostic and self-assessment tools.
- Applied exercises and personalised coaching throughout the week.
- A personal action plan built progressively across the week.
- Continuous personal feedback from your lead faculty.

The course runs in two separate single-language editions: an English edition delivered in English, and an Arabic edition delivered entirely in Arabic by native-Arabic faculty at every host venue. Cohorts are held in London, Amsterdam, Dubai, Vienna, and Kuala Lumpur.



Your Mars Certificate and Fee

On successful completion of Psychological Safety in Teams you will receive a Mars Certificate of Completion, issued by Mars Training Centre, our London-headquartered training provider. The certificate confirms the programme attended, the dates, the host city, and the lead faculty, and is presented to delegates on the final day of the course.

The standard fee is £4,950 per delegate for this 5-day programme, quoted and invoiced in pounds sterling. The fee covers all training and faculty time, course materials in digital and printed form, the Mars Certificate of Completion, daily refreshments and a buffet lunch, and a complimentary airport pickup and return transfer for delegates flying in to the host city. Group and early-booking discounts are available. Flights, visas, and hotel accommodation are not included, though Mars provides booking guidance and preferred-rate partner links.