



Leadership & Management

Improved Team Performance with Psychological Safety



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OVERVIEW

This programme explores how psychological safety serves as the foundation for high-performing, innovative, and resilient teams. Participants will learn what psychological safety truly means and why it is recognised as the strongest predictor of team effectiveness, as demonstrated in Google's landmark Project Aristotle study. By understanding how an environment of trust, openness, and candour fuels individual, team, and organisational performance, participants will be equipped to cultivate healthier and more collaborative work dynamics.

Participants will also assess their current levels of psychological safety through the Psychological Safety Index (PSI) and benchmark their results against global standards. Through guided discussions and brainstorming, they will identify practical strategies to strengthen psychological safety across its four key domains.

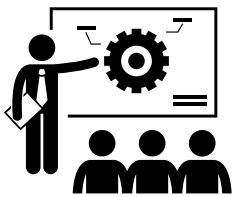
OBJECTIVES

- Understand the concept of Psychological Safety and its impact on team performance.
- Learn key findings from Project Aristotle and why psychological safety drives effective teamwork.
- Assess team psychological safety levels using the Psychological Safety Index (PSI).
- Benchmark PSI results against global standards for meaningful insights.
- Identify strengths and gaps across the four domains of psychological safety.
- Brainstorm practical strategies to enhance psychological safety within teams.
- Develop actionable steps to improve collaboration, trust, and overall team performance.

WHO SHOULD ATTEND?

This training is ideal for team leaders, managers, supervisors, HR professionals, and team members who want to build trust, collaboration, and high performance through psychological safety.

METHODOLOGY



Face-to-face

PROGRAMME DETAILS

Duration	TIME
1 Day	8:00 am - 12:00 pm 1:30 pm - 5:00 pm

***Subject to change
Please refer to www.bilif.com.bn for the latest updates***

PROGRAMME OUTLINE

- A Tale of 2 Teams
- Introduction to Psychological Safety (PS)
- Psychological Safety Index and Fearless Organisation Scan
- 4 Domains of Psychological Safety
- Outcomes and Action Items



PROGRAMME LEADER

ANNE YEO

Anne is founder, OD practitioner, coach and facilitator at MAD Learning Pte Ltd, a company she started in 2005. MAD is an acronym for Make A Difference.

Her passion and mission today; 'To lift others to their Success ~ at work, home and in the community'. Having successfully operated and sold 3 companies over this past 30 year, Anne is highly motivated to work with organizations, teams and individuals, aiming to be the 'Tensing Norgay to their journey to Everest'.

Anne's corporate experience includes roles held at country management level managing business development, HR, training and customer care with work in Singapore, Australia, Hong Kong, US and Europe. These experiences provided Anne with the opportunity to work with diversified teams in very dynamic, culturally different and challenging environments.

In 2002, Anne 'retired' and in early 2005, she 'got out of retirement' and started MAD Learning.

Her clients include organizations such as P&G, Collins Aerospace, Sembcorp Industries, Luxasia, MOE, A*STAR, Oracle, Standard & Poors, Microsoft, BASF, Ministry of Manpower, CapitaLand, National University of Singapore and Public Service Division. Most have been with MAD Learning for over 10 years. Over the past 15 years, apart from work in Singapore, Anne has lead OD, Leadership and team training and coaching projects in Malaysia, Indonesia, Dubai, Oman, Thailand, China, India, Vietnam and in the UK.

IMPROVED TEAM PERFORMANCE WITH PSYCHOLOGICAL SAFETY



To apply for the programme, please email your completed form to askSEED@bilif.com.bn 30 days before your preferred dates.

CATEGORIES	STAKEHOLDERS	NON-STAKEHOLDERS
FEE	<input type="checkbox"/> \$1,400.00	<input type="checkbox"/> \$1,600.00

Please tick your preferred dates: 24 Sept 2026 22 Oct 2026 19 Nov 2026

By completing and signing this form, you hereby agree to the terms and conditions below:

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

APPROVING OFFICER

Name:	<input type="text"/>	Email:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>

Please email the invoice to:

Signature and Company's Stamp

Terms and conditions:

Cancellation Policy:

- All cancellation must be submitted to BILIF in writing either by letter or email.
- Any cancellation received 30 days or more prior to the training date will incur a cancellation fee of 10% of the programme fee.
- Cancellation received 8 - 14 days to the training date will incur a cancellation fee of 50% of the programme fee.
- Cancellation of registrations received 7 days or less from the date of training or if the delegate fails to attend the training, he/she will be considered as 'no show' and is subjected to 100% of the programme fee.
- BILIF welcomes and accepts replacement of participants up until a day before the training commences.

Other terms:

- Participants must complete all scheduled sessions and activities for them to receive the certificate of attendance/ completion.
- Payment must be made upon receipt of invoice issued by BILIF.
- BILIF reserves the right to amend, change or cancel the programme at any given time. We will immediately notify participants and organisations if any such changes are to be made.

ABOUT BILIF

Brunei Institute of Leadership & Islamic Finance (BILIF) was established in 2010 as the Centre of Excellence for the finance industry in Brunei Darussalam, providing high-quality learning solutions, including signature and collaborative events for human capacity development in the areas of Islamic finance and leadership.

Under the purview of Brunei Darussalam Central Bank (BDCB), BILIF plays a fundamental role in Pillar 5 of Brunei Darussalam Financial Sector Blueprint 2016-2025 in raising financial industry standards, especially in the areas of Islamic finance.

All of our programmes are accredited by Brunei Darussalam National Accreditation Council as Value Added Qualifications. Since its inception, BILIF has conducted 809 programmes and 83 events for more than 16,900 participants, including a suite of Virtual Instructor-Led Training (VILT) programmes and online events (as of December 2023).

BILIF has forged strategic partnerships with local and international organisations over the past 10 years which have allowed us to bring professional programmes, expertise and opportunities to shape future leaders, experts and innovators, particularly in the areas of Islamic finance and leadership. Amongst these strategic partners include The London Institute of Banking & Finance (LIBF), United Kingdom; the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI) and Bahrain Institute of Banking and Finance (BIBF), Bahrain; Islamic Development Bank Institute (IsDBI), Kingdom of Saudi Arabia, Singapore Management University (SMU), Singapore and INCEIF University, Malaysia. Locally, BILIF has also partnered with two of the top higher education institutions in Brunei Darussalam; Universiti Brunei Darussalam (UBD) and Universiti Sultan Sharif Ali (UNISSA) in our joint efforts to impart invaluable knowledge and skills for students and professionals in not only finance but also other private and government sectors.

Appointed by BDCB, BILIF is the official licensing examination centre for Financial Planning Practitioners' Programme (FPPP) and the Qualifying Examination for Insurance/Takaful Agents (QEFITA). BILIF is also the official examination centre for all examinations under Chartered Institute for Securities & Investment (CISI), UK; Chartered Bankers Institute (CBI), UK; International Compliance Association (ICA) and AAOIFI. BILIF has also recently been accepted as a Pearson Vue Authorised Test Centre which can house more than hundreds of examinations such as Certificate in Climate Risk, Certified Internal Auditor® (CIA®) and Certified Associate in Project Management (CAPM), amongst others.

BILIF has received multiple accolades including the "Best Emerging Islamic Finance Training Institution – Brunei 2021" from the International Finance Awards 2022; "Best Islamic Finance Education & Training Brunei 2021" from the Global Banking & Finance Awards® and "Global Good Governance (3G) Human Resource Development Award 2022" received at the 7th Annual 3G Awards Ceremony. BILIF was also awarded its third "GIFA Excellence Award (Islamic Finance Training & Education) 2022, which has been previously received in 2019 and 2021.



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Events

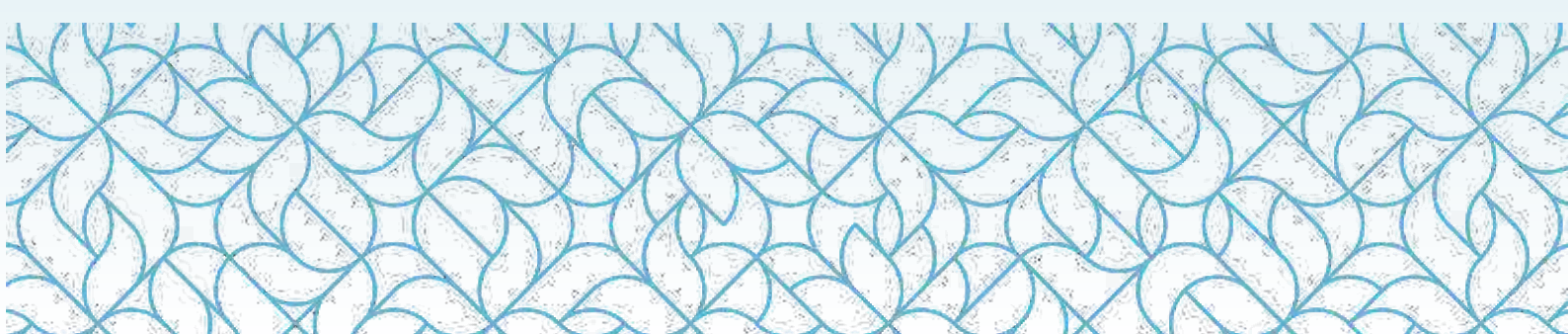
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Programmes
and Examinations

18,900+

Participants

INTERNATIONAL AWARD WINNING INSTITUTE





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askSEED@bilif.com.bn

Alternatively, you can also WhatsApp us at
+673 8271 140 to learn more about our offerings.