Beyond Boundaries:
Nurturing Psychological Safety for Tech Excellence

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Hilton Hotel Kozyatağı, İstanbul

Tech Leaders Summit

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About Me
Barış BAL

- Agility Consultant, Managing Partner @ ACM Agile

- Computer Engineer / Electronics & Communication Engineer

- More than 20+ years professional experience

Agile Türkiye

Agile Türkiye was established in 2008 as a non-profit organization with the vision of becoming a global community that fosters Agile culture, develops new practices, and increases awareness by keeping a pulse on the ecosystem.

Our goal is to:
- Spread the Agile culture and raise awareness
- Develop new practices and inspire others
- Help individuals adopt Agile methods
- Create a community of Agile practitioners in Turkey

Scan the QR Code for further info

Agile Türkiye Summit 2024 the biggest organization in the region is on 24.10.2024

Join us to come together with the thought leaders and examples from all around the world for experience sharing in a friendly environment.

Quick
Pulse Check

- When did you hear Psychological Safety?
  First time, **Around 1 year**, **1+ years**?

- I am working in a Psychologically Safe team/company/environment

- To me, the term Psychological Safety is...

"No woman comes up with a good idea when being chased by a tiger"

Anonymous board member of Tesla to Elon Musk
as quoted by Wired in DR. ELON & MR. MUSK

Successful failure is an art!

Introduction
What is tech excellence?

> " Technical Excellence is the ability to foresee and eliminate an issue before it has the potential to jeopardize safety, schedule, budget, quality, and most importantly, client satisfaction. "

Excellence NOT EQUAL to Perfection

Introduction
What is a high-performance team?

Similar skillset	working towards common purpose	coach gets out of the way after prep	high level of trust
everyone watched out for each other	high performing relationship	self directed	empathy/supportive

Introduction
What is Psychological Safety

> "Team psychological safety is a shared belief held by members of a team that it's OK to take risks, to express their ideas and concerns, to speak up with questions, and to admit mistakes — all without fear of negative consequences"

Amy Edmondson

The Need for
Psychological Safety in Tech Teams

- Innovation

- Problem Solving

- Agility

- Employee Well-being

Creating a Culture of Psychological Safety

- Lead by Example (Vulnerability)

- Foster Open Communication

- Frame Mistakes as Learning Opportunities

- Build Trust

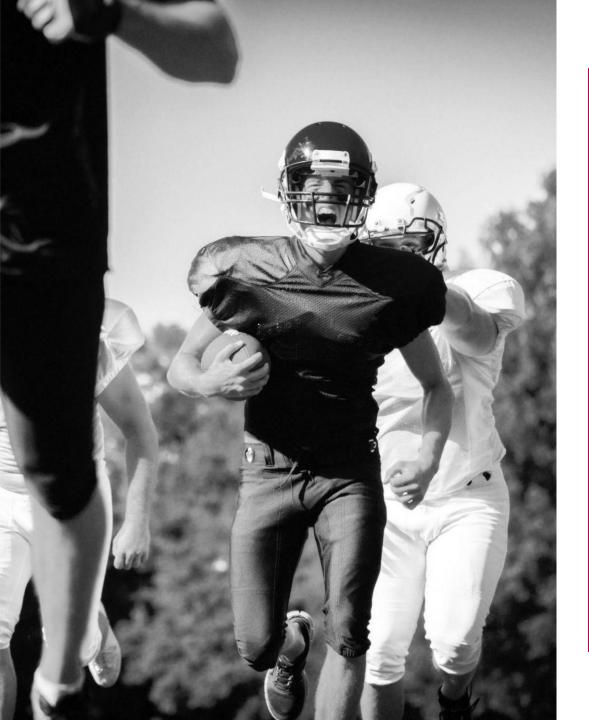- Emphasize Collaboration Over Competition

Building Trust and Respect

- The foundation
- Vulnerability
- Innovation
- Conflict Resolution

Overcoming Challenges and Resistance

- **Challenge 1:**
  Fear of Vulnerability

- **Challenge 2:**
  Legacy of Blame Culture

- **Challenge 3:**
  Lack of Clarity

- **Challenge 4:**
  Time Investment

- **Challenge 5:**
  Difficulty Measuring Success

Case Studies
and Success Stories

Google

buffer   Etsy

PIXAR

Practical Tips and Takeaways

- Start small, Start Now

- Champion Growth Goals

- Celebreate Risk-Taking

- Hold Blameless Retrospectives

- Solicit Feedback Regularly

Conclusion

- Fuels innovation

- Enhances Problem-Solving and Agility

- Boosts Employee Well-being and Retention

What action will YOU take to foster psychological safety starting today?

Q & A

- Contact me via baris.bal@acmagile.com

- To more info on Psychological Safety and assess your team's/company's level, visit: https://www.acmagile.com/fearless-organizations

THANK YOU

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