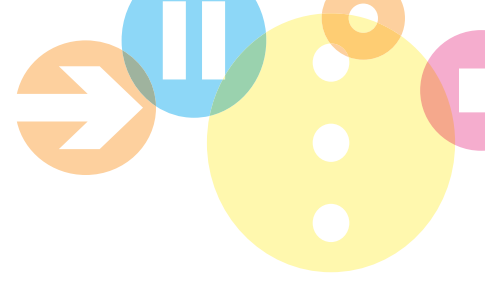


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# Two essential programmes to support effective remote working



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## 1. Building and maintaining psychological safety for remote working

### PROGRAMME OUTLINE:

A 2019 study into remote working found that 49% of people working remotely report mental health as their greatest challenge. Of 2,500 people participating in the study, 22% were unable to unplug from work, 19% suffered from feelings of isolation and loneliness, and 8% struggled with motivation. The psychological threat provoked by these feelings significantly undermines performance, collaboration and personal well-being. The benefits of remote working can quickly be lost unless organisations can create an environment where everyone feels psychologically safe.

In this programme participants will:

1. *Understand the importance of psychological safety in the workplace*
2. *Learn the social factors which either create or inhibit psychological safety at work*
3. *Consider how to personally enhance psychological safety at work*
4. *Explore the impact of remote working on psychological safety*
5. *Think about how to establish psychological safety when working remotely or in a virtual environment*

### FORMAT & DURATION:

120-minute session for groups from 1 to 10 participants.  
Run as a virtual session – participants can join from any location.

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## 2. Building and maintaining trust for remote working

### PROGRAMME OUTLINE:

A report by Gartner places a lack of mutual trust as the biggest factor likely to inhibit the opportunities and benefits of remote working. As trust is often established through visible behaviours and social interaction, it's hardly surprising that it can be so difficult to build and maintain in a virtual environment, where people may be separated by distance and time. For teams working remotely, trust becomes the essential foundation required for effective delivery of shared outcomes. Even more than in the physical workplace, trust defines performance in the virtual environment.

In this programme participants will:

1. *Learn a model that describes how trust really works*
2. *Identify the behaviours that either build trust, or may (even inadvertently) damage trust*
3. *Consider how the factors affecting trust may differ for remote working*
4. *Consider the impact of high and low trust on remote working and remote teams*
5. *Consider how they personally can build even greater trust in the virtual workplace*

### FORMAT & DURATION:

120-minute session for groups from 1 to 10 participants.  
Run as a virtual session – participants can join from any location.

**For more information, send an email to [info@designed4success.co.uk](mailto:info@designed4success.co.uk) or call us on +44 (131) 357 0369**