

Suggested Implementation strategies for

The Power of Speaking Up - A Reflective Guide

This is a guide for everyone in the workplace – from the most senior to the most junior.

It is designed to get people thinking about the dynamics of speaking, listening, and hearing up in the organisation.

The guide can be used by the individual to inform them and to help them think about how they can help improve the environment in which they work and support the development of an open culture. When used in pairs and in teams the guide will help to structure the conversation and support the development of individual and group initiatives to similarly drive for a more open culture.

Developing an open culture where people feel safe to speak up say what needs to be said and where the organisation can listen and hear what needs to be heard is today not only good practice, but it can also mean the difference between success and failure, even corporate survival.

Think about the opportunities in your organisation where this guide can be deployed effectively.

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| For individuals | <ul style="list-style-type: none"> • Make it part of individual personal development programmes • Include it in your schedule of mandatory training and learning |
| For teams | <ul style="list-style-type: none"> • Include it as an element of all team development programmes. • Use it an element of your Freedom To Speak Up training sessions • Include it as an element all leadership training • Create a tailored session based on the guide for groups to complete |
| For team leaders | <ul style="list-style-type: none"> • Deploy it in team meetings – each reflective exercise can stand alone and over a series of team meetings all three exercises can be completed • Set aside one meeting specifically to work through this guide with your team |
| For the organisation | <ul style="list-style-type: none"> • Install a copy of the guide on your intranet and encourage all staff to download it and complete it – i.e., publicise it to encourage people • Make it a part of induction and/or include a copy as part of your induction materials |