

SPARK

Supporting Psychologically Safe Workplaces

Initiating the Psychological Health and Safety Conversation

Designed for HR and OHS practitioners, as well as leaders, SPARK invites participants to be part of a community of learning and sharing of best practices in order to improve workplace psychological health and safety. The program was developed in response to member feedback and changing workforce and operational needs in an endemic environment. SPARK is offered exclusively through AMHSA in conjunction with our strategic partner Ember Experience.

Option 4: CULTURAL ALIGNMENT - \$41,500 +GST

This option is for municipalities that want to take a holistic and integrated approach to building a psychologically safe workplace. It provides the opportunity to thoroughly assess their current culture and environment.

What you get

ONBOARDING

This discovery step orientates, informs, and integrates stakeholders to the program, sets expectations and determines next steps over the coming months.

Deliverable: One 30 min presentation to senior leaders. Two 2-hour facilitated sessions with Impact stakeholders.

LISTENING TOUR

25 – 30 interviews or 10-15 interviews and 1-2 focus groups with leaders and key stakeholders to identify strengths and opportunities within the current organizational culture. Areas explored can include psychological health and safety, leadership, team cohesion and conflict, social norms and other factors impacting the employee experience.

Deliverable: Report including culture priorities and risk factors, value-gap assessment.

STRATEGIC SUPPORT

Guided sessions based on unique needs and priorities.

Topics may include:

- Strategy alignment-refinement
- Value alignment-refinement
- Policy alignment-refinement
- Employee engagement
- Psychological Health and Safety Management System (PHSMS) integration
- Program review and evaluation
- Governance

Deliverable: 15 hours dedicated coaching time with each municipality.

QUARTERLY CONNECTS

Virtual space for program participants to learn, collaborate, and create program accountability.

Deliverable: Four 3-hour sessions per year

COMMUNITY FORUM

Online platform (powered by AMHSA) to share information and tools, ask questions and provide support. A discussion topic/question will be posted by a moderator and a final reflection will be posted.

Deliverable: Discussion topic for the month. Access to group forum.

TRAINING AND DEVELOPMENT

Sessions designed to help create awareness on how individuals and/or leaders can contribute to building a psychologically safe culture.

Deliverable: 6 hours of training time

Contact us for additional information:

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Alberta Municipal Health and Safety Association

AMHSA

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