

Building Psychologically Safe Workplaces:

The HR Pro's Roadmap for Navigating Power, Calm, and Credibility

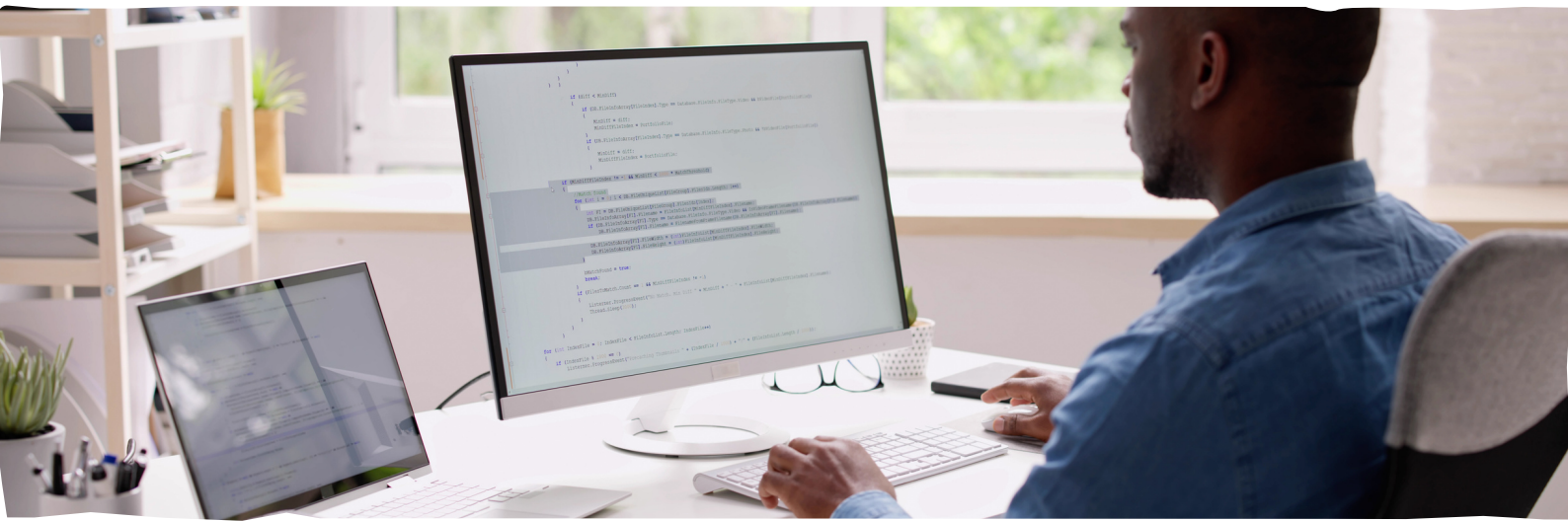
Presented by Kimberly Williams
Founder, The Fair Path Project

Kim Williams is a seasoned HR executive and nationally recognized advocate for workplace justice. With over two decades of leadership in HR, she brings an insider's perspective to the silent epidemic of

workplace abuse. Kim is an advisory member of End Workplace Abuse and has testified before legislative bodies including the DC Council, Massachusetts Joint Labor Committee, and Rhode Island Senate to advance anti-bullying legislation for workers. Kim's courses combine compelling storytelling with practical strategies—helping participants understand not only the human toll of toxic workplaces but also the business case for change.



Course *Description*



This interactive, expert-led webinar equips HR professionals with the awareness, tools, and strategies to prevent and respond to workplace toxicity. Participants will explore the economic and legal impact of psychological harm, learn how to navigate power imbalances safely, and gain practical techniques for restoring calm and credibility in emotionally charged environments. The session blends thought leadership with hands-on guidance to strengthen confidence, protect wellbeing, and foster ethical, high-performing cultures.

Intended Audience

HR professionals, employee relations specialists, DEI practitioners, compliance officers, and business leaders seeking to reduce risk, improve workplace wellbeing, and build psychological safety.

Learning *Objectives*



LEVEL

Intermediate



DELIVERY

Instructor-led, synchronous



CONTACT HOURS

3 hours with breakout sessions



EVALUATION

Live polling, reflection, and knowledge check

- Quantify organizational losses tied to toxic cultures, including health insurance claims, workers' compensation, and lost productivity costs.
- Apply structured communication techniques to manage difficult conversations with higher-level leaders or aggressive personalities.
- Demonstrate at least three calming and de-escalation techniques to reduce emotional reactivity and improve accountability in high-stress meetings.
- Construct compliant, factual documentation of workplace incidents aligned with EEO and HR investigative best practices.
- Update or create a professional online profile that enhances employability and psychological safety in uncertain environments.

Competencies Addressed

Business Management & Strategy, Risk Management, Employee & Labor Relations, Leadership Development

Program *Agenda*

Module	Topic & Description	Learning Format	Duration
I. The Business Case for Psychological Safety	Understand how psychological harm impacts organizational performance and cost centers (turnover, health claims, workers' compensation, legal exposure). Learn how to effectively communicate risk to leadership.	Instructor-Led Presentation + Guided Discussion	35 min
II. Navigating Power Imbalances	Strategies for handling difficult conversations safely and assertively.	Case study + role-play	35 min
III. Restoring Calm in Conflict	Practice evidence-based self-regulation strategies to support HR neutrality, maintain authority, and prevent escalation in emotionally reactive or intimidating situations.	Demonstration + Paired Practice + Instructor Coaching	30 min
IV. Documentation & Investigations	Learn how to construct factual, neutral workplace documentation aligned with EEO and ER best-practices. Participants complete a live documentation exercise using a guided template.	Interactive Application Workshop	35 min
V. Confidence & Career Resilience	Strategies for reinforcing personal authority, rebuilding confidence after organizational harm, and shaping a professional presence that signals psychological safety and credibility.	Guided reflection + demonstration	30 min
VI. Panel Q&A and Wrap-Up	Participants bring forward real workplace challenges. The facilitator models language, response plans, documentation structures, and de-escalation techniques in real time.	Live Problem-Solving Dialogue	15 min