

Psychological Safety Signature Keynote

 In-person/virtual (45-75 minutes)


Tanya Finnie

The Culture Shift: From Safe Spaces to Scalable Trust



Psychological Safety Without the Coddling

Move beyond fragile safe spaces and build lasting trust. This keynote shows leaders how to create scalable psychological safety that empowers everyone.

Key Takeaways:

- Why “safety” isn’t about comfort or agreement
- How trust and accountability fuel innovation
- The dangers of performative inclusion
- A framework for making safety stick - across functions, regions, and teams

Who It’s For:

People and Culture leaders, team managers, HR business partners, health and safety leads, and senior executives navigating change or hybrid models.

Add + Perfect Add-On Packages:

- Individual CQ self-assessment tool (free & paid options)
- Half-day workshop: CQ in Action
- Leadership coaching for inclusive transformation
- CQ audit and Workplace Strategy session
- ‘From Shadows to Safari’ book at a reduced rate



Why this keynote?

Because workplaces can’t confuse comfort with safety - leaders must build trust that scales, not fragile bubbles that collapse under pressure.

Your audience won’t just clap, they’ll change direction.

