

Transform's Fearless Organization Book Club

- Book club groups consist of a minimum of 5 participants
- Each book club has one volunteer facilitator
 - Facilitator organizes group discussions and provides chapter questions to the group
- Duration of each club is nine weeks
 - Groups read one chapter a week (8 Chapters Total)
- Groups meet every two weeks on MS TEAMS (4 Meetings Total – Typically lasting an hour)
 - Discussion cover the last two chapters read



the
fearless
organization

Creating **Psychological Safety** in the
Workplace for Learning,
Innovation, and Growth

Amy C. Edmondson

HARVARD BUSINESS SCHOOL

WILEY

The Fearless Organization

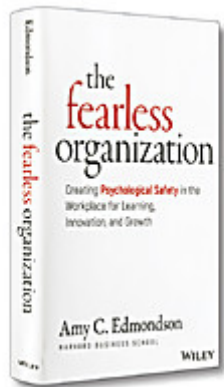
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Book Summary

Written for leaders and teams, *The Fearless Organization* is a practical guide for creating cultures where knowledge and innovation flourish because people feel safe to contribute their ideas. Success requires a continuous influx of new ideas, new challenges, and critical thought, and the interpersonal climate must not suppress, silence, ridicule or intimidate. *The Fearless Organization* offers a step-by-step framework for establishing psychological safety within a team and an organization.



You'll Learn:

- The connection between psychological safety and high performance.
- How to nurture a culture where it's safe to express ideas, ask questions and admit mistakes.
- How to use a toolkit that helps to establish psychological safety in teams and organizations.
- Compelling, real-life stories for organizations that got it right and those that learned the hard way.

“No one comes up with a good idea when being chased by a tiger”

- Anonymous board member of Tesla to Elon Musk
as quoted by Wired in DR. ELON & MR. MUSK



FEARLESS BOOK CLUB



SIGN UP FOR...

FEARLESS BOOK CLUB

Houston Public Works book club is a new way to get to know your co-workers & learn how to transform your team's culture, so it is safe to express ideas, ask questions and make mistakes.

HOW IT WORKS

Sign up individually or as a team
Books will be provided for FREE
Read one chapter of the book per week.
Meet every two weeks to discuss what you read using a discussion guide.

SIGN UP TODAY

Email: HPWEmployeeEngagement@houstontx.gov
Fill out the Manager Approval Form & return to your Engagement Coordinator.

THE BOOK IS:

The Fearless Organization
by Amy C. Edmondson



BUILD YOUR OWN CLUB

You can either recruit 3 to 5 co-workers to build your own club or contact your Employee Engagement Coordinator to be put in a group. Teams should be as diverse and inclusive as possible.



1. Make sure to get your supervisor's approval first
2. To sign up - fill out the information below:
 - a. Name:
 - b. Employee ID:
 - c. Title:
 - d. Service Line:
 - e. Work Location:
 - f. Email Address:
 - g. Phone Number:
 - h. Supervisor Name:
 - i. Supervisor's approval (Yes or No):
3. To complete sign up, send info to: HPWEmployeeEngagement@houstontx.gov

Transform's Fearless Organization

2021 stats:

- 288 hard copies distributed to employees (An additional 42 copies provided to L&D)
 - Houston Public Library offers the audio version during Aug & Sep
- 271 employees have participated in Service Line book clubs
 - The Director held a book club with the Deputy Directors in the fall of 2020
- 52 individual clubs throughout the various service lines have been held



Questions