

L2C BOOK CLUB BOOKMARKS: THE FEARLESS ORGANISATION

COLLECTIVE LEARNING FROM OUR CLUB ON 11TH SEPTEMBER 2025



HUMILITY, CURIOSITY AND EMPATHY
ARE CENTRAL FOR INTER-PERSONAL
WORK AND FOR LEARNING.

WITH THE EVER-
INCREASING VUCA
ENVIRONMENT,
ALONGSIDE THE
LOSS OF MORE
'SIMPLE' WORK
TASKS, THE
PSYCHOLOGICAL
SAFETY OF THE
WORK
ENVIRONMENT IS
ESSENTIAL.

SAYING THAT
WE DO NOT
HAVE ALL THE
ANSWERS, WILL
MAKE IT
EASIER FOR
PEOPLE TO
SPEAK UP AND
SHARE IDEAS
OR CONCERNS.

PSYCHOLOGICAL
SAFETY IS LIKE
FERTILE SOIL IN WHICH
IDEAS, INNOVATION,
AND LEARNING CAN
GROW AND WITHOUT
IT, EVEN THE BEST
"SEEDS" (TALENT,
KNOWLEDGE, OR
STRATEGIES) FAIL TO
FLOURISH.

SILENCE IS NOT
THE SAME AS
AGREEMENT
OR
COMPETENCE.
WE SHOULD
NOT ASSUME
THAT
EVERYONE
UNDERSTANDS
OR AGREES
WHEN TEAM
MEMBERS ARE
QUIET.

THE CONNECTION
BETWEEN
PSYCHOLOGICAL
SAFETY AND
PERFORMANCE
COULD BE
OVERLOOKED
WHILE TRYING TO
DEAL WITH THE
SYMPTOMS
WITHIN THE
ORGANISATION
BUT IGNORING
THE CAUSE.