

CHINA CROSSROADS

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Psychological Safety in the Workplace

Tilman Rieger

Founder and CEO of 8C Consulting

Former HR Director of General Motors Europe

Executive Coach and Facilitator

WhiteSpace | Jianing Building 5F | 500 Yanan Xi Lu
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In recent years, there has been a growing interest in the concept of psychological safety in the workplace. It refers to the extent to which employees feel safe to take interpersonal risks at work, such as speaking up with ideas, asking for help, or reporting mistakes. When employees feel psychologically safe, they are more likely to feel engaged and committed to their work, which can lead to higher levels of productivity and innovation. Leaders play a critical role in creating a psychologically safe workplace. They need to create an environment where employees feel supported, respected, and valued. This requires leaders to be open to feedback, create opportunities for dialogue and collaboration, and foster a culture of trust and transparency. In today's fast-paced and ever-changing business environment, psychological safety has become increasingly important. The ability to adapt, innovate and take calculated risks is essential to stay competitive. Creating a psychologically safe workplace can provide a competitive edge by fostering a culture of creativity, productivity, and innovation. Come join Tilman Rieger's keynote speech on "Psychological Safety in the workplace" to learn more about how you can create a more productive and innovative culture in your organization.

[Tilman Rieger](#) is Founder and CEO of 8C Consulting and the former HR Director of General Motors Europe. With two decades of HR leadership, consulting, facilitation & coaching experience, he founded 8C Consulting to help his clients reach more effective communication, leadership, and collaboration. In his former role as HR Director of General Motors Europe Tilman was overseeing 3000 employees across Europe and driving major corporate changes and restructurings. Today, he works as a certified executive coach and workshop facilitator, with special expertise in the field of interpersonal communication, conflict management, psychological safety, team collaboration, and cross-cultural understanding. In this context he designs, conducts, and facilitates leadership training/workshops and provides coaching to individual leaders or teams to further develop their communication effectiveness, productivity and collaboration with peers, stakeholders and clients. He has been the President of the Shanghai Coaching Circle since 2018 and has served five terms on the executive committee of Shanghai Leadership Toastmasters Club. He also chairs the membership committee of the Rotary Club of Shanghai. Tilman holds degrees in Personnel Management & Economy as well as a Master's in Educational Science, Psychology and Sociology. He is of German and U.S. nationality, and has lived in Chicago, Frankfurt, London, Paris, Madrid, Zürich and now Shanghai. He is fluent in German, English, and conversational in Spanish, French and Mandarin.

[China Crossroads](#) hosts talks on all topics related to China, including business, foreign policy, and other areas as they relate to China, the idea being that China is both already a "crossroads" of the world and itself at a "crossroads" in terms of its future global influence. For more information, contact Frank Tsai at editor@shanghai-review.org.