



Presentation information – GRHRA Ignite I&D

Title: Psychological safety: Niceness or business strategy?

Summary: Does it pay to care about others? The answer might surprise you! This session will introduce participants to the dimensions of psychological safety in the workplace and address the debate about whether it is simply being nice or an impact on the bottom line. Special attention will be paid to the business case for recognizing and developing psychological safety and its related factors, including discussion of the associated costs.

Content:

- Introduction to psychological safety
- Discussion of related factors (e.g. employee engagement, emotional intelligence, etc.)
- Overview of the costs (i.e. negative business outcomes) of ignoring psych safety and related factors
- Information on the way experienced crises impact employees and the relationship to psych safety
- Suggestions for ways to build psych safety into our workplaces

Speaker Bio:

Dr. Jennifer Palar is a self-described HR enthusiast and extrovert extraordinaire. She started her career in HR around age 9, found her fit, and never left. She held multiple HR positions as a practitioner, most recently as a Regional Human Resources Manager in the building materials industry with responsibility for more than 110 locations across the Midwest. Being very passionate about the impact of HR on the strategic objectives and outcomes of firms, her most recent position prompted her to pursue her Ph.D. in strategy. Since that time her work in strategy and HR has been presented around the globe at businesses, universities, and conferences, and she is on a mission to change the way strategy and HR are taught, viewed, and valued.

Jennifer holds a Ph.D. in Strategic Management from the University of Mississippi and a Masters Degree in Organizational Leadership from St. Ambrose University. She also holds multiple designations including Senior Professional in Human Resources (SPHR) from the Human Resources Certification Institute and SHRM-Senior Certified Professional (SCP) from the Society for Human Resource Management. She is currently an Associate Professor of Management at St. Ambrose University in Davenport, Iowa.