

How to transform to a safety culture

In this two-part [Modern Practice podcast](#) episode, Dr. Tomas Villanueva welcomes Kristina Kelada and Dr. Elizabeth Mack from [Vizient Safe and Reliable Healthcare](#) to discuss the concept of psychological safety and its impact on creating a healthy workplace culture.

Episodes

- **Episode 1:** A look at the role of leaders in establishing psychological safety, and the need for leaders to listen to their employees, value their expertise, and create an environment where individuals feel safe to speak up, share ideas, and admit mistakes without fear of repercussions. Our guests also discuss the positive outcomes of psychological safety, including increased employee engagement and better decision-making. [Listen to episode 1](#) (Duration: 12:38)
- **Episode 2:** Becoming a high reliability organization (HRO) can help retain and attract employees. The discussion explores the qualities of an HRO – such as psychological safety, deference to expertise, and high-quality leadership behaviors – and the benefits of advertising HRO principles to attract talent. Also discussed is the need for transparency, feedback, and empowering employees to contribute to a safe and healthy culture, and the bottom-line effects of employee engagement, including reduced medical errors and operational costs. [Listen to episode 2](#) (Duration: 10:10)

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