

Social safety built into the training curriculum of the armed forces

Social and psychological safety within teams lead to better team performance, professionalism, collaboration, innovation and creativity. Essential components within the Dutch Ministry of Defence for the protection of the Netherlands and our allies.

Dutch Ministry of Defence • Netherlands and the Caribbean • Since 2020

40+

training programs with social safety built in

20+ trainers

in a dedicated, permanent team

2020

learning partner since, Caribbean since 2023

2 languages

Dutch and Papiamentu, with local actors

The challenge

Strengthening social and psychological safety

The Dutch Ministry of Defence puts social safety and integrity high on its agenda. A socially safe working environment is essential for the effectiveness of the team and therefore the operation. The Ministry of Defence wants to stimulate this desired behaviour.

The approach

Safe and inclusive working environment

Completely eliminating undesirable behaviour cannot be achieved through measures alone. That is why a proactive approach is essential. This means that the Ministry of Defence pays attention to early detection and an appropriate response to these types of situations through training.

A defence-wide approach in 3 phases

- **Phase 1: Implementation** Implementing the regulations to comply with the legal requirements of social safety.
- **Phase 2: Mastering the training** Continuing to grow in the field of social safety and mastering the training so that it can be used in practice.
- **Phase 3: Continuously improving** Securing, evaluating, learning and continuously improving to grow into a learning organisation.

What changed

Results

“Social and psychological safety was an important theme within our organization, but we lacked a concrete approach. The training helped us to clarify the frameworks and develop a systematic approach.

The management team has had in-depth discussions about our role in promoting social safety. Through practical simulations with experienced trainers and actors from Relevance, the group has gained valuable insights that we can immediately apply in practice for better social safety.

The combination of theory and practice has ensured that we are now well-prepared to create and maintain a safe working environment. The design of the training, structure and implementation have been very helpful to us.”

R.L. Bröker
Commander Caribbean Security Area

At a glance

Program

Strengthening social and psychological safety, custom curriculum in three phases

Audience

Commanders, managers and their teams

Format

Face-to-face training with actors, catalog of programs per team

Since

2020; Caribbean since 2023

Region

Netherlands and the Caribbean part of the Kingdom

What they did

Custom curriculum, co-created • Face-to-face training days • Practice with actors & simulations • Local facilitators, local language • Management team sessions

The biggest takeaways

1 Rules prevent, training enables: social safety grows when people practice the conversation, not when they read the policy.

2 A phased curriculum (comply, master, improve) turns a compliance requirement into a learning organization.

3 Local language and local actors are what make the same program land in a different culture.



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