course : Creating a Positive Work Culture in Organisations

City :	Dubai	**Hotel :**	Atlantis The Palm
Start Date :	2025-12-08	**End Date :**	2025-12-12
Period :	1 Week	**Price :**	3950 $

HighPoint Training and Management Consultancy
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Course Overview

Work culture can be either positive or negative due to many factors like leadership practices, employee behaviour, and policies. Employees spend a third of their day in the workplace, and being in a poor work culture impacts their well-being, productivity, and performance negatively, leading to higher turnover and retention rates. Of course, this is not what companies are looking for, so they should pay more attention to creating a work culture where employees feel they belong.

We designed the "Creating a Positive Work Culture in Organisations" course to guide leaders and managers to create and foster a positive work culture within their organizations. Throughout the course, participants will gain a fundamental understanding of positive work culture, including benefits, characteristics, and elements. They will understand the role of leadership in fostering a positive culture and the skills required for that.

This course equips participants with tools and strategies to motivate employees, improve their well-being, integrate new employees into the organisation's culture, implement continuous improvement, and manage conflicts. For constant improvement, participants will learn to assess work culture to determine the effectiveness of positive work culture strategies and areas for improvement.

Course Objectives

By the end of this course, participants should be able to:

- Understand the fundamentals of a positive work culture and identify its significance in organizations
- Identify the signs of a negative/ poor work culture and determine what should be changed
- Understand the roles and responsibilities of leaders in building and promoting a positive culture within their organizations
- Enhance interpersonal skills required for creating a positive work culture
- Motive employees and encourage discretionary efforts towards a positive culture
- Work on improving employees' well-being through encouraging work-life balance, and other methods
- Onboard new employees and integrate them into the organisation's culture
- Encourage feedback and communication for continuous improvement
- Manage and resolve conflicts within workplaces and handle difficult people
- Assess the effectiveness of positive culture strategies and determine weak areas

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Target Audience

This course is designed for individuals who are passionate about creating and sustaining a positive work culture in their organizations. It is ideal for professionals who hold key roles in shaping and influencing organizational culture, including:

- HR Directors
- HR Managers
- Learning and Development Professionals
- HR Business Partners
- Talent Management Professionals
- Senior Business Leaders
- Team Leaders and Supervisors
- Consultants in Leadership and Culture Change
- Change Management Professionals
- Anyone interested in creating a positive work culture within their organizations

Methodology

Interactive Presentations: Explain core concepts and frameworks.
Case Studies: Analyze real-world examples of positive and negative work cultures.
Group Exercises & Workshops: Encourage collaboration, feedback exchange, and problem-solving.
Practical Activities: Assess current culture and develop actionable plans.
Discussion & Reflection: Share insights and lessons learned for practical application.
Continuous Feedback: Immediate guidance to reinforce learning and improvement.

Course Outline

Day 1: Introduction to a Positive Work Culture

- Definition, importance, benefits, and characteristics of positive work culture.
- Key elements: respect, trust, effective communication, collaboration, and teamwork.
- Identifying signs of a negative work environment.
- Real-world examples of positive work cultures.
- Activity: Assess current work culture in participants' organizations.

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Day 2: Leadership in a Positive Work Culture

- Impact of effective vs. ineffective leadership on work culture.
- Qualities of effective leaders.
- Roles and responsibilities of leaders in promoting positive culture:
- Promoting positive behavior
- Encouraging employee engagement
- Effective communication
- Leading by example
- Building trust and transparency
- Role of emotional intelligence in leadership.
- Improving interpersonal skills in the workplace.
- Case studies on leadership's impact on culture.

Day 3: Sustainable Positive Work Culture

- Building a collaborative team environment.
- Techniques for onboarding and integrating new employees.
- Strategies for feedback exchange and suggestion sharing.
- Effective communication and active listening strategies.
- Conflict resolution and management techniques.
- Handling toxic behaviors and negative attitudes.
- Case studies on positive work culture's impact on productivity.

Day 4: Assessing Work Culture

- Importance of assessing work culture and evaluating strategy effectiveness.
- Methods to measure culture:
- Employee satisfaction surveys
- Retention rates and turnover
- Employee productivity and performance
- Challenges in creating and maintaining a positive culture.
- Aligning work culture with organizational goals.
- HR's role in managing and enhancing work culture.
- Activity: Assess work culture in a sample organization using learned methods.

Day 5: Planning and Sustaining Positive Work Culture

- Developing a detailed plan for creating or improving a positive work culture.
- Strategies for continuous improvement and culture reinforcement.

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- Leadership accountability in maintaining culture.
- Summary, recap, and key takeaways.
- Course evaluation and feedback session.

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