

Creating a Positive Workplace Culture in Organization

Human Resources
Toronto (Canada)
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Introduction

It is very important to build excellent work culture in organizations. Positive work culture of the organization results in attracting talented and competent employees, enhancing engagement / motivation level of employees, reducing the attrition and improving the reputation and image of the organization.

Yet, building a positive work culture in the organization is a complex process due to the complexity since many variables are involved, chronology culture is built over a period of time, Diaspora geographical spread of employees and market compulsions. Added to this, the organizational culture unlike the Systems, Procedures, Policies, etc. are unwritten practices passed on from generation to generation in the organization. Hence building positive work culture involves tremendous commitment, incredible clarity, pervasive inclusivity of all employees, exemplary competence and uncompromising ethics built on strong fundamentals of organizational values.

Course Objectives of Creating a Positive Workplace Culture in Organization

- Develop a positive workplace culture
- Understand leadership in a positive workplace
- Provide feedback and motivate employees in a positive workplace
- Outline employee empowerment and performance in a positive workplace
- Discuss interpersonal skills in a positive workplace
- Foster a positive workplace environment

Creating a Positive Workplace Culture in Organization Course Outlines

Day 1

A vision for culture

- What is culture and why is it important for our organisation?
- Set the Vision for culture for your team and identify the value of this for your organisation, your team, customers and stakeholders
- What is the gap between your Vision and the current reality?

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Day 2

Create a culture

- Specific steps you should take as a leader to enhance and change the culture and lead it effectively
- How to develop a “Culture Pack”
- “Walk the talk” through your own leadership example
- Coach and mentor for change of culture
- Develop your Leadership Action Plan to lead culture

Day 3

Analyse - plan - do - review

- Discuss and analyse with your staff the reasons why you’ve placed your organisation where you have on the ladder. Discuss what you’ll need to do next.
- Plan the actions you need to take to move up a step on the ladder. Decide what you’ll do differently.
- Develop an action plan to ensure that you do the things that you need to do to develop a positive workplace culture.
- Review your progress. Revisit the culture star in six months to see how many steps you’ve moved up.

Day 4

Focus on the future

- organisations know what they’re good at
- keeping strategies simple but effective
- pursuing these strategies with drive and determination.

Day 5

Motivating Employees & Providing Feedback

- Motivating Employees in the Workplace
- Positive Reinforcement in the workplace
- Providing Clear & Consistent Feedback
- Addressing Negative Attitude

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