

Creating a Positive Workplace Culture in Organizations

7 – 11 December 2026
Kigali (Rwanda)

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Ref: 321519_162150 **Date:** 7 – 11 December 2026 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Why This Course

A strong workplace culture is more than a “nice-to-have” — it drives employee engagement, productivity, and organizational success. Leaders who understand how to shape culture, foster trust, and motivate teams create environments where people thrive and performance flourishes.

This intensive 5-day program equips leaders with practical tools, insights, and strategies to assess, develop, and sustain a positive organizational culture. Through interactive learning and hands-on exercises, participants gain the skills to influence behaviors, resolve conflicts, and implement culture-changing initiatives that have lasting impact.

What You'll Learn and Practice

By participating in this program, you will:

- Understand the key components of workplace culture and their impact on organizational performance.
- Develop strategies to promote open communication, trust, and collaboration within teams.
- Learn practical techniques to engage and motivate employees effectively.
- Acquire skills to manage and resolve workplace conflicts while fostering inclusion and respect.
- Create actionable plans for implementing and sustaining positive cultural change.

The Program Flow

Day 1: Understanding Workplace Culture

- Defining organizational culture and its strategic importance.
- Assessing current workplace culture to identify strengths and improvement areas.
- The role of leadership in shaping and reinforcing culture.

Day 2: Effective Communication in the Workplace

- Principles of clear, open, and transparent communication.
- Active listening and feedback techniques for stronger team engagement.
- Overcoming communication barriers to build trust and alignment.

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A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) positioned on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the right side of the board.

Day 3: Fostering Employee Engagement and Motivation

- Understanding drivers of employee engagement.
- Techniques for recognition, rewards, and motivation.
- Creating growth opportunities and supporting work-life balance.

Day 4: Managing Workplace Conflicts and Diversity

- Identifying sources of conflict and their impact on culture.
- Conflict resolution strategies and practical techniques.
- Promoting diversity, inclusion, and a respectful work environment.

Day 5: Implementing and Sustaining Cultural Change

- Developing actionable cultural change plans.
- Overcoming resistance and embedding new behaviors.
- Measuring progress and sustaining positive culture long-term.

Individual Impact

- Gain a clear understanding of your organization's current cultural landscape.
- Build practical skills in communication, engagement, and conflict resolution.
- Leave with a tailored action plan for driving meaningful culture change.
- Strengthen leadership influence and ability to foster high-performing teams.

Organizational Impact

- Enhance employee engagement, productivity, and retention.
- Promote collaboration, trust, and a positive work environment.
- Reduce workplace conflicts and improve team cohesion.
- Establish a sustainable culture that supports organizational goals and strategy.

Training Methodology

This program combines interactive learning with practical application to ensure real-world impact. Methods include:

- Case studies and group discussions on workplace culture challenges.
- Hands-on exercises in communication, conflict resolution, and engagement strategies.
- Role-playing scenarios to practice influencing behaviors and leading change.
- Tools, templates, and frameworks for immediate implementation.

A graphic of a chessboard with several pawns. In the foreground, a large gold king piece stands prominently. Behind it, several smaller pawns, some gold and some silver, are positioned on the board. The background features concentric circles emanating from behind the king piece.

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Beyond the Course

Upon completion, participants will be able to:

- Assess and understand the cultural strengths and weaknesses of their organization.
- Implement strategies that enhance employee engagement and motivation.
- Resolve conflicts effectively and promote an inclusive work environment.
- Lead sustained cultural change that aligns with organizational objectives.
- Build a network of peers for ongoing support and knowledge sharing.

This program provides a structured pathway for leaders seeking to create positive, high-performing, and resilient workplace cultures.

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