

Creating a Positive Work Culture in Organizations Course

12 – 16 April 2027
Tokyo (Japan)

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Why This Course

A positive work culture has a direct influence on employee engagement, productivity, collaboration, retention, and organizational performance. When people feel respected, trusted, supported, and connected to a shared purpose, they are more likely to contribute their best work and remain committed to organizational success.

Creating a positive culture does not happen through slogans or values statements alone. It requires consistent leadership behavior, clear communication, psychological safety, inclusion, recognition, resilience, and processes that reinforce the right behaviors every day.

This 5-day course equips leaders and managers with the practical skills needed to create and maintain a positive work culture. Through interactive discussions, self-assessments, case studies, leadership exercises, and action planning, participants will learn how to assess culture, improve engagement, support change, build resilience, and embed positive values into daily operations.

What You'll Learn and Practice

By joining this program, you will:

- Understand the impact of workplace culture on organizational performance.
- Identify the key elements of a positive and productive work environment.
- Assess current organizational culture and identify improvement opportunities.
- Develop leadership behaviors that promote trust, respect, and engagement.
- Apply communication strategies that strengthen openness and collaboration.
- Understand employee engagement drivers and motivation factors.
- Build psychological safety and stronger workplace relationships.
- Apply emotional intelligence and inclusive leadership practices.
- Use coaching, mentoring, recognition, and reward techniques to reinforce positive behaviors.
- Manage change and overcome resistance during cultural transformation.
- Build individual and organizational resilience.
- Measure and monitor cultural health using practical tools.
- Develop an action plan for sustaining positive cultural values.

A graphic of a chessboard with several chess pieces (a king, a queen, and a rook) 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.

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The Program Flow

Day 1: Foundations of Positive Work Culture

- Defining workplace culture and why it matters.
- Understanding how culture influences performance, engagement, and behavior.
- Assessing current organizational culture.
- Identifying cultural strengths, gaps, and improvement priorities.
- Key elements of a positive work environment.
- The role of leadership in shaping and sustaining culture.
- Practical exercise: Conducting a workplace culture assessment.

Day 2: Employee Engagement and Motivation

- Understanding employee engagement drivers.
- What motivates people to contribute, collaborate, and stay committed.
- Techniques for fostering motivation and commitment.
- Building trust and psychological safety.
- Creating open communication and stronger team connection.
- Effective communication strategies for engagement.
- Workshop: Designing an employee engagement improvement approach.

Day 3: Leadership for Positive Culture

- Emotional intelligence in leadership.
- Leading with self-awareness, empathy, and consistency.
- Inclusive leadership practices.
- Coaching and mentoring for cultural alignment.
- Recognizing and rewarding positive behaviors.
- Handling leadership behaviors that weaken culture.
- Practical exercise: Building a leadership behavior plan for culture improvement.

Day 4: Managing Change and Building Resilience

- Change management principles for cultural transformation.
- Understanding resistance to cultural change.
- Overcoming resistance through communication, involvement, and trust.
- Building organizational and individual resilience.
- Conflict resolution in a positive culture context.
- Supporting teams through uncertainty and pressure.
- Role play: Managing a culture-related conflict or resistance scenario.

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A graphic illustration of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The board is checkered, and there are concentric circles in the background.

Day 5: Sustaining a Positive Work Culture

- Embedding cultural values in organizational processes.
- Aligning recruitment, onboarding, performance management, recognition, and leadership routines with culture.
- Measuring and monitoring cultural health.
- Using surveys, feedback, engagement indicators, and cultural observations.
- Continuous improvement strategies.
- Action planning for cultural transformation.
- Final activity: Creating a customized workplace culture improvement plan.

Individual Impact

- Strengthen your ability to influence and improve workplace culture.
- Build stronger leadership behaviors that support trust and engagement.
- Improve communication, emotional intelligence, and inclusion skills.
- Gain confidence in managing resistance, conflict, and cultural challenges.
- Develop practical tools for motivating and supporting employees.
- Create a personal action plan for leading positive cultural change.

Work Impact

- Improve employee engagement, morale, and productivity.
- Strengthen trust, collaboration, and psychological safety across teams.
- Reduce workplace tension, disengagement, and resistance to change.
- Build a more inclusive, resilient, and supportive work environment.
- Improve alignment between cultural values and daily behaviors.
- Support long-term organizational performance through a healthier workplace culture.

Training Methodology

This program uses a practical and interactive approach to help leaders and managers apply culture-building tools in real workplace situations. Learning methods include:

- Interactive discussions and guided facilitation.
- Workplace culture case studies.
- Culture assessment and reflection exercises.
- Employee engagement and motivation workshops.
- Emotional intelligence and inclusive leadership activities.
- Coaching, mentoring, and recognition practice.
- Change management and resilience scenarios.
- Group work, peer feedback, and practical action planning.

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Beyond the Course

Upon completion, participants will be ready to build and sustain a more positive work culture with greater clarity and confidence. They will return prepared to:

- Develop a customized action plan for improving workplace culture.
- Apply leadership behaviors that strengthen employee engagement.
- Use practical tools to measure and monitor cultural health.
- Embed positive cultural values into daily operations.
- Support teams through change with resilience and trust.
- Create a work environment where people feel valued, motivated, and ready to perform at their best.

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