CREATING A POSTIVE CULTURE

"The job of a leader is to create an environment in which good ideas can flourish." - Steve Ballmer

This training course focuses on creating a positive workplace culture. Participants will learn key strategies to foster collaboration, motivation, and a sense of collective purpose. We'll discuss ways to recognise staff successes, create a safe, inclusive environment, and foster creative problem-solving. There will be an exploration of how to build trust and respect among employees, and practical skills to enhance communication and mutual understanding. You'll leave the course with a deeper understanding of how to create a positive culture and how it benefits your organisation. Participants also explore Seligman's findings on optimism and look at the impact of learned helplessness at work.

Key Course Content:

- Create a positive organisational culture (step by step).
- Recognise the importance of effective communication in developing and sustaining a positive culture.
- Identify methods and strategies for building relationships with stakeholders.
- Agree the dimensions of positive and negative behaviours
- Grasp the value of diversity in creating a healthy work environment
- Remove lingering resentment and address hidden conflict
- Spread a contagious positive mood
- Deal with difficult people and naysayers
- Learn tools to design a positive work environment
- Develop skills for motivating and empowering employees.
- Explore the role of ethical leadership and decision-making in creating a positive culture
- Discuss the role of values and culture
- Critique Seligman's finding on positivity
- Scan the environment for positive and negative cues

Target Audience:
The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees

Duration:
This course is available as a 2-day course or a truncated 1-day course.

Delivery:
This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.

Group Size:
We recommend a group size of 4-10 people.