



Creating a Positive Work Culture in Organisations

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5 days training course

For detailed information on training course dates, please click the link:

[Creating a Positive Work Culture in Organisations](#)



Course Overview

This course is designed to equip HR professionals, business leaders, and managers with the skills and strategies necessary to foster a positive work culture within their organizations. Participants will learn how to assess and build a culture that promotes employee engagement, high performance, and talent retention. The course explores the critical role of leadership, emotional intelligence, and organizational purpose in shaping and sustaining a thriving work culture.

Course Objectives:

- Understand the key components of a positive organizational culture.
- Assess the current culture of your organization and identify areas for improvement.
- Develop leadership strategies that foster and sustain a positive culture.
- Learn how to build a high-performance culture that aligns with organizational goals.
- Explore how to leverage culture to attract and retain top talent.
- Connect purpose to culture and use it to drive organizational success.

Who Should Attend:

- HR Directors and Managers
- Learning & Development Professionals
- HR Business Partners
- Talent Management Professionals
- Senior Business Leaders
- People Managers and Team Leaders at all levels



Course Outline:

Day 1: Creating the Foundation for a Positive Work Culture

- What is work culture?
- The business case for building a positive culture
- Cultural assessment: Where are you now?
- Hallmarks of a positive work culture
- Laying the foundation for a thriving culture

Day 2: Leadership Behaviors that Enable your Culture

- Generating leadership self-awareness
- Managers as enablers and gatekeepers of culture
- The role of Emotional Intelligence in shaping culture
- Fostering a high-engagement culture
- Developing leadership strategies to bring your culture to life

Day 3: Building a High-Performance Culture

- The 12 building blocks that create a cultural context
- Driving a culture of clarity
- Building relationships that underpin high performance
- Employee growth and development as the engine of performance
- Aligning goals and objectives with organizational culture

Day 4: Leveraging Culture to Attract and Keep Top Talent

- Culture and the war for talent
- Recruiting for 'cultural fit'
- Onboarding new recruits into your culture
- Embedding and maintaining culture to retain top talent
- Creating 'cultural ambassadors'
- Fostering a culture of creativity and innovation

Day 5: Purpose – The Soul of Your Organizational Culture

- Connecting with your organization's purpose
- Why purpose and culture are inseparable
- Bringing your positive culture to life
- Consolidation of key learning
- Next steps for sustaining your organizational culture



DOCUMENTATION

The **MTC team** has meticulously prepared **high-quality training materials** for distribution to all delegates.

CERTIFICATES

An **accredited Certificate of Completion** will be awarded to participants who successfully attend and complete the program.

SCHEDULE

Course sessions are scheduled as follows:

- **Morning Session:** 09:00 AM – 1:00 PM
- **Afternoon Session:** 01:00 PM – 05:00 PM

REGISTRATION & PAYMENT

To register, please complete the **registration form** available on the course page and submit it with your **preferred payment method**. Alternatively, you can contact us via **email or WhatsApp** for assistance.

TRAVEL & TRANSPORT

We ensure a **seamless travel experience** by providing **airport-hotel-airport** transfers for all participants.