

CREATING A POSITIVE WORK CULTURE IN ORGANISATIONS



GENTEX[®]
TRAINING CENTER



Introduction

Creating a Positive Work Culture in Organisations Training Course helps HR leaders and managers build workplaces where employees feel valued, motivated, and engaged. A strong organizational culture drives retention, productivity, and collaboration across teams. This program combines proven culture-building frameworks with practical tools for shaping values, recognition systems, and inclusive practices. Furthermore, it addresses common challenges such as low morale, weak employee engagement, and inconsistent leadership behavior. Delegates leave with strategies they can apply immediately, from culture assessment surveys to structured recognition programs. As a result, organizations benefit from stronger employee satisfaction, reduced turnover, and measurable improvements in overall performance.

Creating a Positive Work Culture in Organisations Course Objectives

- Assess organizational culture using employee engagement surveys
- Apply Edgar Schein's model of organizational culture
- Build core values statements aligned with business strategy
- Design recognition and reward programs that reinforce positive behavior
- Strengthen psychological safety using Google's Project Aristotle principles
- Develop inclusive leadership practices across diverse teams
- Use pulse surveys to monitor employee sentiment continuously
- Build onboarding programs that reinforce cultural values
- Apply conflict-resolution techniques to protect a healthy culture
- Create action plans to sustain culture change over time

Course Methodology



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Interactive workshops using real organizational culture case studies
- Group exercises building sample recognition programs
- Practical application of engagement survey tools
- Role-play exercises on inclusive leadership scenarios
- Short assessments to reinforce daily learning
- Individual action-planning sessions for workplace application

Who Should Take This Course

- HR professionals responsible for culture and engagement
- Team leaders and managers shaping daily workplace behavior
- Organizational development specialists
- Talent management professionals supporting retention
- Department heads driving culture initiatives
- Professionals transitioning into culture-focused HR roles

Creating a Positive Work Culture in Organisations

Course Outlines

Day 1: Foundations of Organizational Culture

- Defining organizational culture and its impact
- Introduction to Edgar Schein's culture model
- Assessing current culture through employee surveys
- Identifying cultural strengths and gaps
- Case study: culture transformation success stories
- Practical exercise: drafting a culture assessment



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Group discussion on culture priorities

Day 2: Values, Recognition, and Engagement

- Building core values aligned with strategy
- Designing effective recognition and reward programs
- Using pulse surveys to track engagement
- Linking recognition to performance outcomes
- Practical exercise: designing a recognition program
- Group review of engagement strategies
- Discussion on sustaining motivation

Day 3: Psychological Safety and Inclusive Leadership

- Principles of psychological safety at work
- Applying insights from Google's Project Aristotle
- Building inclusive leadership behaviors
- Managing diverse teams with fairness
- Case study: fostering trust within teams
- Role-play: leading an inclusive team discussion
- Group feedback on leadership approaches

Day 4: Onboarding and Culture Reinforcement

- Designing onboarding programs that reflect culture
- Reinforcing values through daily communication
- Training managers as culture ambassadors
- Addressing behaviors that weaken culture



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Applying conflict-resolution techniques
- Practical exercise: mapping an onboarding journey
- Group discussion on reinforcement strategies

Day 5: Sustaining Long-Term Culture Change

- Measuring culture change over time
- Building continuous feedback loops
- Aligning leadership behavior with stated values
- Creating culture action plans for teams
- Sustaining engagement across departments
- Action-planning for post-course application
- Final review and course wrap-up

Conclusion

By successfully completing Creating a Positive Work Culture in Organisations Training Course, participants will have acquired practical tools for assessing culture, building recognition programs, and strengthening psychological safety. Furthermore, delegates will understand how to apply proven frameworks such as Schein's culture model and inclusive leadership practices within their teams. As a result, they will be better equipped to build engaged, motivated workplaces. Gentex Training Center designed this course to help organizations create lasting, positive cultural change.

FAQs





Q1 What is the "Creating a Positive Work Culture in Organisations" course about?

This course covers culture assessment, values building, recognition programs, and inclusive leadership practices. Participants learn practical frameworks for shaping workplace behavior and strengthening engagement, trust, and collaboration across teams and departments.

Q2 What are the key benefits of the "Creating a Positive Work Culture in Organisations" course?

Participants gain stronger engagement strategies, improved recognition practices, and inclusive leadership skills. Furthermore, organizations benefit from higher retention, reduced turnover, and more motivated, productive teams across departments.

Q3 What skills will I gain from the "Creating a Positive Work Culture in Organisations" course?

Delegates develop culture assessment, values alignment, recognition program design, and inclusive leadership skills. These four core competencies help professionals build workplaces where employees feel valued, engaged, and motivated to perform well.



Q4 What tools, methods, or standards are covered in the "Creating a Positive Work Culture in Organisations" course?

The course covers Edgar Schein's organizational culture model, employee engagement and pulse surveys, Google's Project Aristotle psychological safety principles, and structured recognition frameworks, giving participants practical, evidence-based methods for culture building.

Q5 How is the "Creating a Positive Work Culture in Organisations" course applied in real-world practice?

Participants apply engagement surveys to assess culture, design recognition programs that reinforce values, and use inclusive leadership techniques during team interactions, directly improving trust, motivation, and collaboration in daily workplace settings.