

ORGANIZATIONAL EXCELLENCE SERIES

Developing a Positive Workplace Culture

Training Description

This 2-day holistic program is designed to help organizations transform their workplace culture into one where people flourish, collaborate, and perform at extraordinary levels.

Based on principles of positive organizational scholarship and CVF Framework, participants will explore current and preferred culture profiles, co-create guiding principles, and develop actionable plans for cultural transformation. The program blends diagnostics, reflection, and change management frameworks with group dialogue, ensuring both leadership and team members contribute to a thriving organizational culture

Training Duration 2 Days

Who Should Attend?

▶ Team Leaders, Managers, and Heads of Organizations shaping workplace culture

▶ HR and OD professionals interested in organizational culture transformation

▶ Business Leaders aiming to align culture with external business demands

▶ Team members who have completed OCAI assessments and wish to strengthen cultural alignment

▶ Anyone interested in understanding how positive organization development interventions can be applied



Workshop Learning Objectives

By the end of this training, participants will be able to:

01 Understand and affirm findings of the OCAI assessment.

02 Work collaboratively to identify relevant cultural interventions.

03 Recognize how external business environments impact organizational culture.

04 Define the characteristics of current organizational culture through shared stories and patterns.

05 Explore and adjust the preferred culture to meet emerging opportunities and challenges.

06 Build consensus on a cultural vision using structured frameworks (DO-Scheme / ABCDE Scheme).

07 Design and commit to a practical change management plan for cultural transformation.

08 Strengthen leadership's ability to guide teams through cultural change.