

# Culture! What is it and why should we care?

Duration: 1 day

## **Course Overview**

Welcome to the "Culture! What is it and why should we care?" training programme! In this engaging one-day workshop, we will explore the concept of organisational culture and its significant impact on every aspect of an organisation. Culture is the shared values, beliefs, behaviours, and norms that shape an organisation's identity and influence its performance, productivity, and employee satisfaction.

During this training, we will delve into the importance of understanding and shaping organisational culture to create a positive and thriving work environment. Participants will gain insights into the benefits of a strong culture, such as improved employee engagement, enhanced teamwork, and increased organisational success.

By the end of this programme, you will have a clear understanding of what culture is, how it affects your organisation, and why it is crucial to care about and nurture a healthy culture that aligns with your values and objectives.

Whether you are a leader, manager, HR professional, or anyone interested in enhancing organisational culture, this training will provide you with valuable insights and practical strategies to foster a positive and purpose-driven work culture.

Join us for a transformative learning experience that will enable you to build a strong and thriving organisational culture that drives performance, productivity, and employee satisfaction.

#### Who should attend?

This programme is suitable for leaders, managers, HR professionals, and anyone interested in understanding and shaping organisational culture. Whether you want to enhance your leadership skills, foster a positive work environment, or improve employee engagement, this training is ideal for individuals who Recognise the impact of culture on organisational success and wish to contribute to cultivating a purpose-driven and thriving work culture.

## Prerequisites & pre-reading guidelines

There are no specific prerequisites for this course.

#### How certification is earned

Upon successful completion of this course, you will be awarded a certificate of attendance from Expleo Academy.

#### **Related courses**

Attendees may also be subsequently interested in 
• Managing our Unconscious Biases

## **Course Objectives**

On completion of this training, attendees will be able to:

- Define Organisational Culture:
  - Understand the concept of organisational culture and its components..
  - Recognise the role of culture in shaping an organisation's identity and behavior.
- Explore the Impact of Culture on Organisations:
  - Identify the influence of culture on employee engagement, productivity, and satisfaction.
  - Understand how culture affects teamwork, communication, and overall performance.
- Assess Current Organisational Culture:
  - Evaluate the existing culture within the organisation.
  - Identify strengths and areas for improvement in the current culture.
- Understand the Benefits of a Positive Culture:
  - Recognise the benefits of a strong and positive organisational culture.
  - Appreciate the link between culture, employee well-being, and organisational success.
- Foster a Purpose-Driven Culture:
  - Develop strategies to align organisational values with a purpose-driven culture.
  - Implement initiatives to create a culture that fosters employee engagement and commitment.
- Nurturing a Positive Work Environment:
  - Learn techniques to cultivate a supportive and inclusive work environment.
  - Create a culture that encourages innovation, continuous learning, and adaptability.

#### Context

This workshop delves into organisational culture and the benefits of strong culture, such as improved employee engagement, enhanced teamwork and increased organisational success.

### **Course Outline**

## **Introduction to Organisational Culture**

- Defining organisational culture and its components
- Understanding the significance of culture in shaping organisational behaviour

# **Exploring the Impact of Culture on Organisations**

- Identifying the influence of culture on employee engagement, productivity, and satisfaction
- Understanding how culture affects teamwork, communication, and overall performance

### **Assessing Current Organisational Culture**

- Evaluating the existing culture within the organisation
- Identifying strengths and areas for improvement in the current culture

# Understanding the Benefits of a Positive Culture

- Recognising the advantages of a strong and positive organisational culture
- Appreciating the link between culture, employee well-being, and organisational success

### **Fostering a Purpose-Driven Culture**

- Developing strategies to align organisational values with a purpose-driven culture
- Implementing initiatives to create a culture that fosters employee engagement and commitment

#### **Nurturing a Positive Work Environment**

- Learning techniques to cultivate a supportive and inclusive work environment
- Creating a culture that encourages innovation, continuous learning, and adaptability

## **Training Methodology**

This training programme adopts an interactive and participatory approach. Participants will engage in group discussions, case studies, team activities, and culture assessment exercises to explore and apply culture-related concepts. Trainers with expertise in organisational development and culture will facilitate the discussions and provide practical insights. The training will foster an inclusive and collaborative learning environment, enabling participants to share experiences and learn from each other's perspectives.

## **Contact**

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