

Course No. 1389

Organizational Culture & Transformation Training Course

**ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Organizational Culture & Transformation Training Course is an advanced professional development program designed to equip leaders, managers, and professionals with the capabilities required to build an organizational culture that supports transformation, sustained performance, adaptability, and long-term institutional success. Successful transformation depends not only on strategy, systems, processes, or technology, but also on whether employees understand the direction of change, trust leadership, demonstrate the desired behaviors, and are prepared to adopt new ways of working.

The course focuses on understanding organizational culture as a key driver of employee behavior, decision-making, collaboration, engagement, performance, and organizational readiness. Participants will learn how to assess the current culture, identify values and behaviors that support or hinder transformation, evaluate cultural gaps, and establish a clear picture of the desired organizational culture aligned with strategic priorities and future requirements.

The program also explores the relationship between leadership, culture, employee engagement, organizational performance, and transformation. Participants will examine the role of leaders in influencing behaviors, strengthening trust, encouraging participation, managing resistance, and embedding organizational values into everyday practices. Particular attention is given to turning cultural principles into observable behaviors, management practices, and measurable organizational outcomes.

Designed for government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations, the Organizational Culture & Transformation Training Course supports leaders managing strategic, operational, structural, and technological transformation initiatives. It provides practical approaches for strengthening organizational readiness, maintaining performance during transition, and developing a culture capable of adapting to evolving business and stakeholder requirements.

Through case studies, organizational assessments, practical exercises, simulations, and implementation workshops, participants will learn how to diagnose cultural challenges and design practical initiatives that support transformation. The course connects leadership, culture, employee behavior, and organizational execution to help institutions create more adaptable, collaborative, accountable, and sustainable working environments.

Objectives

- Analyze the key elements of organizational culture and their influence on employee behavior and organizational performance throughout the training program.
- Assess the current organizational culture and identify strengths, weaknesses, and cultural gaps affecting transformation readiness.
- Develop a clear target culture aligned with the organization's strategic direction, values, and future operating requirements.
- Apply practical methods for analyzing organizational values, beliefs, behaviors, norms, and workplace practices.
- Design cultural initiatives that support transformation, employee engagement, adaptability, collaboration, and continuous improvement.
- Improve leadership practices that influence organizational behavior, build trust, and strengthen employee commitment during transformation.
- Implement effective communication and employee engagement approaches throughout cultural and organizational transformation initiatives.
- Evaluate sources of cultural resistance and identify practical actions for addressing behaviors and practices that may hinder transformation.
- Align organizational culture with leadership, performance management, talent development, governance, and strategic priorities.
- Develop practical measures for monitoring cultural progress and evaluating the effectiveness of transformation initiatives.
- Strengthen managerial capability to embed desired behaviors and sustain cultural improvements over time.
- Create an integrated organizational culture and transformation action plan for workplace implementation.

Who Should Attend

This course is designed for executives, senior managers, department heads, organizational development managers, human resources managers, transformation leaders, operations managers, project managers, team leaders, and supervisors responsible for leading or supporting cultural and organizational transformation. It is particularly relevant for leaders dealing with changes in organizational values, behaviors, operating models, workforce practices, or strategic direction.

The program is also highly suitable for professionals working in human resources, organizational development, strategic planning, change management, project management, quality, governance, compliance, corporate communications, and performance management. It is especially valuable for specialists involved in assessing organizational culture, designing cultural initiatives, supporting transformation programs, or strengthening employee engagement and organizational readiness.

The course provides significant value to decision makers responsible for organizational capability, culture development, transformation, and leadership effectiveness. It is suitable for organizations seeking to strengthen adaptability, collaboration, accountability, learning, and employee ownership while ensuring that cultural development remains aligned with organizational strategy and performance objectives.

Learning Outcomes

- Identify the major components of organizational culture and explain their impact on workplace behavior and performance.
- Assess the current organizational culture and identify cultural practices that support or hinder transformation.
- Analyze the gap between the existing culture and the desired future culture.
- Identify the values, behaviors, and workplace practices that need to be reinforced, modified, or replaced.
- Develop practical cultural initiatives that promote collaboration, accountability, learning, adaptability, and continuous improvement.
- Apply leadership practices that strengthen trust, employee engagement, participation, and commitment during transformation.
- Design communication and engagement approaches that support cultural and organizational change.
- Identify sources of cultural resistance and develop appropriate responses to behavioral and organizational barriers.
- Connect organizational culture with leadership practices, performance management, talent development, and institutional results.
- Develop measures for monitoring cultural progress and evaluating the effectiveness of transformation initiatives.
- Embed desired behaviors and management practices into everyday organizational activities.

- Prepare a practical roadmap for developing organizational culture and supporting sustainable transformation.

Course Outline

DAY 01

Foundations of Organizational Culture and Its Impact on Performance

- Understanding organizational culture and its key components
- The relationship between culture, values, behaviors, and organizational performance
- Factors that shape organizational culture within institutions
- Characteristics of cultures that support performance, adaptability, and development

PRACTICAL APPLICATION OR DISCUSSION

Assessing an organizational culture and identifying strengths and improvement opportunities

DAY 02

Assessing Organizational Culture and Identifying Cultural Gaps

- Methods for assessing current organizational culture
- Analyzing organizational values, beliefs, behaviors, and workplace practices
- Identifying the gap between current and desired organizational culture
- Assessing cultural readiness for transformation and organizational change

PRACTICAL APPLICATION OR DISCUSSION

Conducting a cultural assessment and identifying priority cultural gaps

DAY 03**Leadership and Building a Transformation-Supportive Culture**

- The role of leadership in shaping organizational culture and reinforcing desired behaviors
- Building trust, participation, accountability, and employee commitment
- Aligning leadership behavior with organizational values and strategic priorities
- Using communication, coaching, recognition, and motivation to support cultural transformation

PRACTICAL APPLICATION OR DISCUSSION

Designing leadership initiatives to strengthen the desired organizational culture

DAY 04**Transformation and Managing Cultural Resistance**

- The relationship between organizational culture and transformation initiatives
- Understanding behavioral and cultural sources of resistance to change
- Managing concerns, objections, uncertainty, and resistance
- Supporting employees throughout transition and adaptation

PRACTICAL APPLICATION OR DISCUSSION

Case study involving an organizational transformation initiative facing cultural and behavioral resistance

DAY 05**Embedding the Desired Culture and Sustaining Transformation**

- Embedding new values, behaviors, and management practices into the organization
- Connecting organizational culture with performance management and organizational development
- Measuring cultural progress and transformation effectiveness
- Building a culture that supports adaptability, learning, innovation, and continuous improvement

DAY 05 — CONTINUED

FINAL WORKSHOP, ACTION PLAN, OR IMPLEMENTATION EXERCISE

Developing a practical roadmap for strengthening organizational culture and sustaining transformation

Register or Request More Information

Course page: <https://quest-training.com/courses/organizational-culture-transformation-training-course>

Website: <https://quest-training.com>

Email: info@quest-training.com

Phone: +905016771440