

Course No. 1935

Workplace Culture Transformation & Employee Engagement Training Course

WORKPLACE CULTURE, DIVERSITY & INCLUSION
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

Workplace Culture Transformation & Employee Engagement Training Course provides a strategic and practical framework for transforming organizational culture and strengthening employee engagement as key drivers of organizational performance. The course explores how leadership, organizational values, employee experience, communication, management practices, and workplace behaviors collectively shape culture and influence the ability of employees to contribute effectively.

Participants will learn how to assess the current workplace culture, identify cultural strengths and gaps, understand the drivers of employee engagement, and connect cultural priorities with organizational strategy. The program emphasizes the transition from fragmented engagement activities to an integrated approach that embeds culture and engagement into leadership practices, workforce processes, employee experience, and organizational decision-making.

The course addresses critical areas including organizational values, leadership behaviors, trust, psychological safety, employee voice, recognition, communication, collaboration, performance management, career development, change readiness, and retention. Participants will also explore how to identify resistance to cultural change and develop practical interventions that encourage adoption and sustainable behavioral change.

Through organizational case studies, culture assessments, engagement scenarios, practical exercises, and transformation workshops, participants will develop the ability to design culture transformation initiatives that produce measurable improvements in employee engagement, collaboration, productivity, commitment, and organizational effectiveness.

Objectives

- By the end of the course, participants will be able to:
- Analyze the relationship between organizational culture, employee engagement, and business performance.
- Assess the current state of workplace culture and identify critical cultural gaps.
- Identify the key drivers of employee engagement within different organizational environments.
- Develop a strategic framework for workplace culture transformation.

- Align organizational values and workplace behaviors with strategic objectives.
- Strengthen leadership practices that support trust, engagement, and cultural change.
- Identify barriers and sources of resistance to culture transformation.
- Design initiatives that improve employee experience, participation, and commitment.
- Apply practical approaches to strengthen employee voice and psychological safety.
- Improve communication, recognition, collaboration, and workplace relationships.
- Integrate culture and engagement priorities into employee lifecycle practices.
- Establish meaningful indicators for measuring culture and engagement.
- Evaluate the effectiveness and organizational impact of culture transformation initiatives.
- Build leadership accountability for sustainable cultural change.
- Develop an actionable roadmap for transforming workplace culture and strengthening employee engagement.

Who Should Attend

This course is designed for executives, senior managers, department heads, supervisors, team leaders, and professionals responsible for organizational culture, employee engagement, workforce effectiveness, and organizational transformation.

It is particularly relevant for HR directors and managers, HR business partners, organizational development specialists, talent management professionals, employee experience teams, learning and development professionals, employee relations specialists, workforce planning professionals, and leaders responsible for change and transformation initiatives.

The course is also suitable for organizations seeking to strengthen employee commitment, improve workplace culture, increase collaboration and productivity, reduce unwanted turnover, enhance leadership effectiveness, and create an employee experience aligned with organizational strategy and long-term performance.

Learning Outcomes

- By the end of the course, participants will be able to:
- Explain the key dimensions and drivers of workplace culture and employee engagement.
- Assess organizational culture using structured diagnostic approaches.
- Identify factors influencing employee motivation, commitment, and engagement.
- Analyze employee feedback and engagement information to identify organizational priorities.
- Connect workplace culture with organizational strategy and business outcomes.
- Identify leadership behaviors that strengthen or undermine engagement.
- Develop interventions to improve trust, psychological safety, and employee voice.
- Design initiatives that strengthen collaboration and workplace relationships.
- Improve employee experience across key stages of the employee lifecycle.
- Manage resistance and behavioral challenges during culture transformation.
- Develop communication approaches that support cultural change.
- Establish relevant culture and engagement performance indicators.
- Evaluate the impact of culture transformation initiatives.
- Strengthen leadership accountability for culture and engagement.
- Prioritize transformation initiatives according to organizational needs and impact.
- Develop a practical implementation roadmap for sustainable culture transformation and employee engagement.

Course Outline

DAY 01

Foundations of Workplace Culture and Employee Engagement

- Understanding organizational culture and workplace behavior.
- The relationship between culture, engagement, and organizational performance.
- Key dimensions of high-performing workplace cultures.
- Employee engagement and its organizational drivers.
- Employee expectations, motivation, commitment, and discretionary contribution.
- Organizational values and their influence on workplace behaviors.

DAY 01 — CONTINUED

- Trust, respect, fairness, and psychological safety.
- Employee experience and key workplace moments.
- Identifying cultural strengths, gaps, and risks.
- Assessing the current state of workplace culture.

PRACTICAL APPLICATION

Conduct a workplace culture and employee engagement diagnostic and identify the most important cultural strengths, gaps, and priorities.

DAY 02

Leadership, Employee Voice, and Engagement Drivers

- The role of leadership in shaping organizational culture.
- Leadership behaviors that strengthen employee engagement.
- Building trust and psychological safety.
- Creating opportunities for employee voice and participation.
- Communication between leaders, managers, and employees.
- Recognition, appreciation, and meaningful contribution.
- Empowerment, accountability, and employee ownership.
- Managing workplace relationships and team dynamics.
- Understanding disengagement and its organizational causes.
- Strengthening the relationship between managers and employees.

PRACTICAL APPLICATION

Analyze leadership and management scenarios to identify behaviors that increase or reduce employee engagement and develop improvement actions.

DAY 03

Culture Transformation, Employee Experience, and Organizational Change

- Assessing readiness for workplace culture transformation.
- Defining the desired organizational culture.
- Identifying the gap between current and desired culture.
- Translating organizational values into observable behaviors.
- Employee experience across the employee lifecycle.
- Integrating culture into recruitment, onboarding, performance, development, and retention.
- Managing resistance to cultural transformation.
- Stakeholder engagement and transformation communication.
- Building change readiness and organizational ownership.
- Designing practical culture transformation initiatives.

PRACTICAL APPLICATION

Develop a culture transformation initiative that addresses a specific organizational gap and connects desired behaviors with employee experience and business priorities.

DAY 04

Engagement Strategy, Collaboration, and Sustainable Behavioral Change

- Developing an integrated employee engagement strategy.
- Segmenting employee needs and engagement drivers.
- Using employee feedback to identify improvement opportunities.
- Strengthening collaboration across teams and departments.
- Building inclusive and supportive workplace environments.
- Recognition and reward practices that reinforce desired behaviors.
- Career development, learning, and internal mobility as engagement drivers.
- Improving communication and organizational transparency.
- Reinforcing cultural behaviors through leadership and management practices.

DAY 04 — CONTINUED

- Sustaining behavioral change after transformation initiatives.

PRACTICAL APPLICATION

Design an employee engagement strategy for a workplace facing challenges related to participation, collaboration, communication, motivation, or retention.

DAY 05

Measurement, Governance, and Culture Transformation Roadmap

- Establishing governance for workplace culture transformation.
- Defining leadership accountability and ownership.
- Developing culture and employee engagement objectives.
- Key performance indicators for employee engagement and culture.
- Employee surveys, feedback mechanisms, and listening approaches.
- Measuring trust, belonging, participation, leadership effectiveness, and engagement.
- Linking engagement indicators with workforce and business outcomes.
- Evaluating the effectiveness of transformation initiatives.
- Reporting culture and engagement results to senior leadership.
- Continuous improvement and organizational learning.
- Developing a sustainable culture transformation roadmap.

FINAL WORKSHOP

Develop an integrated Workplace Culture Transformation & Employee Engagement Strategy covering current-state assessment, desired culture, engagement drivers, leadership priorities, employee experience, transformation initiatives, communication, change management, governance, measurement, accountability, and an implementation roadmap.



Register or Request More Information

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

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