Training Course:
Organizational Culture Development Program

20 - 24 October 2025
London (UK)
Landmark Office Space - Oxford Street

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Training Course code: HR236039 From: 20 - 24 October 2025 Venue: London (UK) - Landmark Office Space
- Oxford Street Training Course Fees: 5500 ⬭ Euro

Introduction

Organizational culture is the invisible force that shapes employee behavior, drives engagement, and influences overall organizational performance. In today⬭s competitive business environment, developing a strong, adaptive, and positive organizational culture is critical for sustainable success. The culture of an organization reflects its values, beliefs, norms, and practices, which collectively define how employees interact, make decisions, and contribute to achieving strategic goals.

The Organizational Culture Development Program, designed by Global Horizon Training Center, is specifically crafted for managers seeking to understand, shape, and nurture an effective culture within their teams and organizations. This program integrates theoretical insights with practical tools and strategies to enable managers to lead cultural change initiatives that boost employee motivation, foster innovation, and enhance organizational agility.

Objectives

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

- Understand the concept and importance of organizational culture in business success.

- Diagnose and assess the current culture within their organization or team.

- Identify key cultural drivers and barriers to performance.

- Develop strategies to shape and sustain a positive organizational culture.

- Lead cultural change initiatives effectively.

- Align organizational culture with overall strategy and values.

- Foster a work environment that supports collaboration, innovation, and employee engagement.

Course Methodology

The program uses a variety of learning methods to ensure active engagement and practical application:

- Interactive Lectures on culture theory and frameworks.

- Self-Assessment Tools for diagnosing organizational culture.

- Case Studies of successful culture transformation.

- Group Discussions and Role-Playing to practice leadership behaviors.

- Action Planning Workshops for developing culture change initiatives.

- Continuous Feedback and coaching for personalized learning.

Organizational Impact

Organizations investing in culture development can expect to see:

- Increased employee engagement and retention.

- Enhanced collaboration and communication.

- Greater innovation and adaptability to change.

- Improved alignment between values, behaviors, and strategy.

- Strengthened leadership capability in managing cultural dynamics.

- Positive impact on overall organizational performance and reputation.

Target Audience

This course is ideal for:

- Managers and team leaders at all organizational levels.

- HR professionals involved in culture and change management.

- Organizational development specialists.

- Executives responsible for strategic alignment and people management.

- Anyone interested in driving cultural transformation in their organization.

Outline

Day 1: Understanding Organizational Culture

- Definition and Importance of Organizational Culture

- Types and Models of Organizational Culture e.g., Schein, Cameron & Quinn

- The Role of Culture in Organizational Success

- Diagnosing Organizational Culture: Tools and Techniques

- Workshop: Assessing Your Current Organizational Culture

Day 2: Cultural Drivers and Barriers

- Core Values, Norms, and Beliefs as Cultural Drivers

- Identifying Barriers to Culture Change

- The Impact of Leadership and Communication on Culture

- Case Study: Culture Barriers and How to Overcome Them

- Group Exercise: Mapping Cultural Drivers in Your Organization

Day 3: Designing Desired Organizational Culture

- Linking Culture to Strategy and Business Goals

- Defining Vision, Mission, and Values for Culture Development

- Creating a Culture Change Framework and Roadmap

- Role of HR and Leadership in Culture Design

Day 4: Leading and Managing Culture Change

- Strategies for Leading Culture Change Initiatives

- Overcoming Resistance and Building Commitment

- Communication and Engagement Techniques for Culture Change

- Role-Playing: Leading Difficult Conversations on Culture

- Action Plan: Steps to Initiate Culture Change in Your Team

Day 5: Sustaining and Measuring Culture Development

- Embedding Culture in Policies, Practices, and Performance Management

- Measuring Culture Change: KPIs and Feedback Mechanisms

- Continuous Improvement and Learning Culture

- Case Study: Successful Sustained Culture Development

Registration form on the Training Course: Organizational Culture Development Program

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Full Name (Mr / Ms / Dr / Eng): ....
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City / Country: ....

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): ....
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Payment Method

☐ Please find enclosed a cheque made payable to Global Horizon

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