



*Training Course:
Building a Culture of Responsibility in the
Workplace*

*1 - 5 June 2026
Milan (Italy)*

Training Course: Building a Culture of Responsibility in the Workplace

Training Course code: PS236373 From: 1 - 5 June 2026 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

The "Building a Culture of Responsibility in the Workplace" training program is designed by Global Horizon Training Center to support organizations in establishing a strong and sustainable culture where responsibility, ownership, ethical conduct, and commitment are embedded in everyday work practices.

In today's complex and rapidly evolving business environment, organizational success depends not only on systems, structures, and policies, but also on the sense of responsibility demonstrated by employees and leaders at all levels. A strong responsibility culture ensures that individuals understand their roles, honor their commitments, take ownership of outcomes, and act ethically—without waiting for external control or enforcement.

When responsibility is weak, organizations often face challenges such as unclear ownership, poor follow-through, blame-shifting, weak decision-making, and reduced engagement. This program addresses these challenges by strengthening personal, team, and organizational responsibility, while positioning accountability as a natural outcome of responsible behavior rather than a punitive mechanism.

The program equips participants with practical frameworks, tools, and behavioral approaches to embed responsibility at the individual, team, and organizational levels—ensuring it becomes a shared value and a driver of performance, trust, and continuous improvement.

Objectives

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

- Understand the concept of responsibility and its role in organizational success
- Differentiate clearly between responsibility, authority, ownership, and accountability
- Apply practical tools to strengthen responsible behavior at individual and team levels
- Promote a culture of commitment, ethical conduct, and ownership of results
- Address responsibility gaps and manage underperformance constructively
- Align responsibility practices with organizational values, policies, and strategic goals

Target Audience

This program is designed for:

- Managers and supervisors
- Team leaders and department heads
- HR professionals and organizational development staff
- Project managers and coordinators
- High-potential employees and emerging leaders
- Public and private sector professionals seeking to strengthen responsibility culture

Course Outline

Day 1: Foundations of a Responsibility Culture

- Understanding responsibility in modern organizations
- Responsibility vs. accountability: roles and boundaries
- The impact of responsibility on performance, trust, and governance
- Organizational values and their connection to responsible behavior
- Common responsibility challenges in the workplace
- Self-assessment: current responsibility practices

Day 2: Individual Responsibility and Ownership

- Personal responsibility and professional ethics
- Responsibility mindset: commitment, discipline, and reliability
- Managing commitments and delivering on expectations
- Time management and prioritization as responsibility tools
- Handling mistakes responsibly and learning from failure
- Practical exercises on individual responsibility

Day 3: Team Responsibility and Shared Ownership

- Building responsible teams and shared commitment
- Role clarity, delegation, and authority alignment
- Responsibility in cross-functional and matrix teams

- Constructive feedback and responsibility-focused conversations
- Managing conflict and avoiding blame culture
- Case studies on team responsibility

Day 4: Leadership Role in Embedding Responsibility

- Leadership behaviors that model and reinforce responsibility
- Setting clear expectations and responsibility standards
- Monitoring progress and ensuring follow-through
- Responsible decision-making and governance practices
- Managing underperformance through responsibility-based approaches
- Balancing psychological safety with responsibility expectations

Day 5: Sustaining Responsibility at the Organizational Level

- Integrating responsibility into policies and procedures
- Responsibility and performance management systems
- Measuring responsibility-related outcomes and KPIs
- Continuous improvement and responsibility reviews
- Developing action plans for organizational implementation
- Program review, lessons learned, and next steps

Registration form on the Training Course: Building a Culture of Responsibility in the Workplace

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

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Payment Method

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