MERCURY

Workplace Culture Training Course

30 November – 4 December 2026
Milan (Italy)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 15578_1028071 **Date:** 30 November – 4 December 2026 **Location:** Milan (Italy) **Fees:** 6200 Euro

Introduction:

In this insightful and in-depth Workplace Culture training course, participants will immerse themselves in the multifaceted nature of workplace culture, garnering a deep understanding of its definition, the critical role it plays across various spectrums of an organization, and the strategies that are pivotal in creating a thriving and positive workplace environment. Our discussion of workplace culture will illuminate why it is a cornerstone for achieving a competitive edge in today's dynamic market.

Participants in this workplace culture training will dissect the elements that constitute an effective workplace culture and underscore its influence on employee engagement, retention, innovation, and overall productivity. They will emphasize why fostering a robust workplace culture is indispensable for any organization aiming for preeminence.

This workplace culture training will guide aspiring to equip participants with comprehensive insights and pragmatic tools through a systematic approach to fathom, cultivate, and steer the workplace culture toward excellence. They will delve into the foundational concepts, proffering an opportunity to grasp and unleash workplace culture's latent capability in driving organizational success and enhancing employee satisfaction.

Participants in this workplace culture course will be awarded a certification, validating their acquired knowledge and competencies in Workplace Culture Development. This credential will serve as a testament to their readiness to implement positive culture strategies and contribute actively to enhancing workplace culture within their organizations.

Targeted Groups:

- Leadership Teams.
- Human Resources Personnel.
- Middle Managers.
- Frontline Supervisors.
- Employees at all Levels.
- New Hires.
- Diverse Workforce Members.
- Remote or Distributed Teams.

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Course Objectives:

Upon successful completion of this workplace culture course, participants will be adept at:

- Comprehending the importance of workplace culture in propelling an organization forward.
- Identifying the quintessential components that contribute to an enlivening workplace culture.
- Acquiring strategies for assessing and evaluating the current state of a workplace culture.
- Developing interpersonal skills that foster inclusivity and celebrate diversity within workplace dynamics.
- Investigating various channels to communicate and anchor cultural values throughout an organization.
- Learning effective techniques for conflict management that align with the workplace culture.
- Enhancing employee engagement and retention by implementing robust culture-building endeavors.
- Cultivating leadership qualities that resonate with and bolster the preferred cultural standards.

Targeted Competencies:

At the end of this workplace culture training, the participant's competencies will:

- Communication Skills.
- Leadership Development.
- Emotional Intelligence.
- Conflict Resolution.
- Diversity and Inclusion Awareness.
- Team Building.
- Cultural Sensitivity.
- Change Management.

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Course Content:

Unit 1: What is Workplace Culture?

- Delve into defining workplace culture and its significance.
- Examine the impact of workplace culture on organizational performance.
- Explore case studies of successful and toxic workplace cultures.
- Discuss how leadership is instrumental in defining and nurturing organizational culture.
- Align organizational culture with the company's values and mission.

Unit 2: Assessing Workplace Culture:

- Explore methods for assessing your organization's current workspace culture.
- Use surveys, interviews, and other tools to gather cultural insights.
- Analyze cultural strengths and uncover areas ripe for development.
- Identify any disconnects between leadership and staff regarding cultural perception.
- Benchmark your culture against industry best practices.

Unit 3: Improving Workplace Culture:

- Establish foundational core values and cultural norms.
- Implement strategies that enhance workplace culture through diversity and inclusivity.
- Encourage transparent communication and build mutual trust within teams.
- Empower employees by promoting autonomy and decision-making.
- Create opportunities for social interaction and collaborative work experiences.

Unit 4: Navigating Conflict in a Respectful Workplace Culture:

- Understand the role conflict plays in workplace culture.
- Practice techniques for resolving disputes while upholding cultural integrity.
- Foster consensus and engage in constructive dialogue.
- Establish conflict resolution guidelines and protocols.
- Train team members to manage conflicts effectively and tactfully.

Unit 5: Workplace Culture Change and Sustenance:

- Cultivate strategies for preserving a robust culture amidst organizational changes.
- Recognize and celebrate milestones and successes in cultural development.
- Embrace continuous improvement to align with evolving business needs.
- Incorporate cultural considerations into strategic planning and decision-making.
- Ensure performance management and rewards systems reflect and reinforce cultural objectives.