



Team Power International
Where Your Winning Future Begins

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EXCELLENCE IN TRAINING

HRO6E



**In-House
Training**

BUILDING A CULTURE OF ENGAGEMENT

The tools and practical skills needed for leaders and managers to build the culture of engagement.



OVERVIEW



PRIMARY OBJECTIVES & BENEFITS

Continuous engagement with staff is something that managers and leaders require as a leadership fundamental yet often find can be sidetracked as operational issues and business needs take over. To be a truly effective team, managers and leaders need to create the conditions where a positive and engaged culture can flourish. This can have ramifications for the wider team and the culture of the organization as the roots of engagement take hold and blossom.

Cultural engagement is a deliberate and planned act which relies on many micro and macro interventions from the team leader. This highly experiential workshop will explore the root causes of engagement and show delegates how to grow engagement and sustain it over time.

This workshop will help participants to:

1. Understand what cultural engagement is.
2. Assess the culture within their team and use practical skills to gauge the culture.
3. Create a cultural improvement plan based on gap analysis.
4. Start a critical path for improvement and evaluate success.
5. Ensure that the right behaviors are communicated to the team.
6. Learn the wider implications of cultural engagement for the organization.
7. Link the engagement to wider business objectives and strategy.



WHO SHOULD ATTEND?

- Leaders and managers
- Leaders and managers looking for fresh ideas or a new approach to their skills
- Anyone interested in improving their leadership and management knowledge



BUILDING A CULTURE OF ENGAGEMENT

The tools and practical skills needed for leaders and managers to build the culture of engagement.

Module 1 - Understanding Cultural Engagement

- What is cultural engagement?
- Linking cultural engagement to the organizational goals
- Models of cultural engagement
- Cultural engagement through example

Module 2 - Assessing Cultural Engagement

- Assessing cultural engagement
- Developing a cultural engagement checklist
- Gap analysis skills to create a plan
- Developing awareness of the need
- The essentials of leadership in cultural engagement

Module 3 - The 7 Steps To Cultural Engagement

- Understanding the 7 steps
- Each step analysis and SMART criteria
- Reach high levels of cultural engagement
- Mapping success criteria against the 7 steps

Module 4 - Delivering & Evaluating The 7 Steps

- Detailed planning
- Critical project paths and risk mapping
- Essential tools to apply to the planning
- Staying on target and evaluation models
- Deviation tactics and practical project skills to apply

Module 5 - Advanced Motivation & Influencing Skills

- How new skills, behaviors can inspire others
- Be a more effective influencer
- Motivating my team through leadership
- Setting clear goals, objectives for the team
- Language and behavior drivers used to communicate cultural engagement

Module 6 - Ensuring Business Continuity

- Business during the engagement plan
- Unfreezing, changing, refreezing business
- Clear strategic communications
- The wider benefits of cultural engagement
- Personalized action planning session

PROGRAM HIGHLIGHT

Duration: 3 days

Date: To be Agreed with the Client Organization

Timing: 8:30 am to 2:30 pm daily

Venue: Suitable & fully equipped venue (to be provided by Customer)

Language: English or Arabic

Material: Participants will be provided with high quality handouts

Certificates: Certificates of Completion shall be provided to participants upon successful attendance of the training program

Fees: Inclusive of facilitator's fees, materials and certificates