

Workplace climate is the prevailing workplace atmosphere as experienced by employees. It is what it feels like to work in a place. Experience in industry has shown that a positive work climate can account for nearly **30 percent of improvements in financial results**.

Managers can often sense when the work climate is affecting staff's performance. There are tell-tale signs that a work climate may be less than optimal and that staff may be holding back the "discretionary," or extra, effort they could bring to their jobs.

Poor workplace climates are characterised by increasing employee absenteeism and tardiness, higher staff turnover, decreasing employee productivity, disengagement and inflexible work habits, reports of dissatisfaction among your clients, the failure of your work group to meet specific performance targets, frequent or unresolved conflict among staff and poor communication among group members and with you

- This workshop is designed for middle and senior managers as well as fast-tracked frontline managers
- Half day and full day versions. The half day version of this workshop is normally held in conjunction with the half day version of the Management Styles workshop, as Management Styles are a key driver of Workplace Climate
- Includes supply of workplace climate assessments. The implications of the assessments will be discussed as a part of the workshop
- This workshop is highly interactive, has role playing, discussion, video, assessments, templates with high take home value
- Each participant receives a comprehensive manual of our normal highest quality material

The program

- You will learn how to identify key climate dimensions in your team
- You will do a workplace climate assessment of your team (this can be completed before the workshop and the results discussed at the workshop)
- You will identify ways to strengthen these dimensions of climate
- In particular, you will be empowered to lift the workplace climate through the following "dimensions of climate".

Clarity

Helping your team to be clear about the organisation's direction and how they fit into that direction. You will develop a strategy canvas for your organisation or department

Flexibility

How to keep unnecessary rules to a minimum and encourage new ideas. How to recognise and prevent groupthink.

Responsibility

How to give away as much decision making as possible. Learn the art of delegation and how to give away authority with responsibility and accountability

Standards

How to improve performance through goal setting. Learn what makes goal setting work and why it often does not work

Rewards

How to encourage performance through rewards that are valuable to the individual. You will learn 6 frameworks to consider how to motivate the individuals on your team

Team Commitment

How to help people to be committed to your team. How to build cohesion in your team