

Work Climate Workshop

Work climate is the prevailing workplace atmosphere as experienced by employees. It is what it feels like to work in a place. A positive work climate increases the “discretionary effort,” or level of extra effort, that employees exert above and beyond job expectations. A positive work climate leads to and sustains employee motivation and high performance and reduces absenteeism. Research in industry shows that workplace climate is responsible for around 27% of financial results. It has also been found that up to 70% of organisational climate is determined by the prevailing leadership style in the group

- Length: 1 or 2 days
- Who should attend: middle managers and higher potential front-line managers

Key areas of the workshop

- Each participant (and their team) is recommended to complete a workplace climate assessment. The results of these assessments are discussed in the workshop
- Understanding the key indicators of workplace climate including retention and employee satisfaction
- Understanding the six key dimensions of work climate
- Increasing team commitment
- Giving away authority, accountability and responsibility
- Bringing clarity to how an individual's contributes to the organisation's progress
- Developing reward systems that motivate individuals to achieve
- Goal setting that works
- Building flexibility into your team's work processes
- Understanding the link between specific leadership styles and the dimensions of work climate



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