DEVELOPING A HEALTHY WORKPLACE CULTURE

MODULE 1: ORGANISATIONAL CULTURE

Workplace culture

- What is workplace culture?
- Dominant culture and subcultures
- Schein's Iceberg Model of Culture

Healthy and unhealthy cultures

- Healthy workplace culture
- Unhealthy workplace culture

Organisational health

- Climate Survey

MODULE 2: BULLYING

- What is bullying?
- What is not bullying?
- Bullying behaviours
- Types of bullying
- Power imbalance
- Impact of bullying
- Legislation
- Liability
- Risk factors for bullying (for managers)
- Does CSU have a problem with bullying and harassment?
- What can you do about bullying?
- Complaints procedure
- What is CSU doing about bullying and harassment?
- Disciplinary procedure for misconduct/serious misconduct
- Sanctions for misconduct

MODULE 3: YOUR TEAM

Understanding your team

- Mission
- Structure
- Key relationships
- Communication
- Expectations

How effective is your team?

- What makes a team effective / ineffective?
- Team health check
- Inter-group feedback
- Critical success factors
- Force field analysis
- Team issues

What is your ideal team?

- Team vision
- Team values
- Team operating principles
- Inter-group role negotiation
- Sustaining a healthy workplace culture (PIRI cycle)

MODULE 4: TEAM MEMBERS

Understanding team members

- Job roles
- Team dependencies

Diversity

- What is diversity?
- Personal qualities and strengths
- Team profile
- DiSC behaviour styles
- Myers Briggs Type Inventory
- Team behaviours
- Team roles
- Management Team Roles Inventory (MTR-i)
- Belbin team roles
- How effective are the team members?
- Expectations
- Capitalising on diversity

MODULE 5: TEAM COMMUNICATION

(To be developed)