

Leadership & Management

Developing and Sustaining a High-Performing Culture

Course Details

Price

£395.00

Length

2 half days (09:00-12:30)

Course Overview

This practical and evidence based course will equip managers, HR professionals and senior leaders with the tools, frameworks and confidence to shape, strengthen and sustain a positive organisational culture.

Delegates will explore how culture acts as a strategic driver, how values translate into behaviours and how leaders can identify and address limiting patterns that hold teams back.

Through discussion, examples and applied activities, delegates will learn how to monitor culture, evaluate progress and embed consistent leadership practices that support long-term cultural change.

Content

This course will cover the following topics:

- Culture as a strategic driver in organisations

Flexible learning that works for you

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- The impact of the “right” culture on performance, wellbeing and retention
- Understanding limiting values and behaviours in teams
- Translating organisational values into clear, observable behaviours
- Leadership accountability and role-modelling
- Communication discipline and building a shared narrative
- Team operating systems (charters, routines, expectations)
- Processes for monitoring and evaluating culture
- Using cultural data to inform decisions
- Sustaining culture through consistent management practices

Benefits

- Clear understanding of how culture drives organisational performance
- Increased confidence in identifying cultural strengths and limiting behaviours
- Improved ability to lead cultural change and maintain momentum
- Practical tools for translating values into everyday behaviours
- Enhanced capability to monitor, measure and evaluate culture
- Stronger alignment between leadership behaviour, team expectations and organisational strategy

Next Steps

If you would like to book a place on this course please click on the **'Book Course'** button to the right of this page and login or register for a user account to complete your booking(s). Any queries please do not hesitate to contact us via admin@gta.gg or call us on 01481244570.

If no date is scheduled for this course at the present time please click on the **'Register Interest'** button and login or register for a user account so that we can add you to our course interest register. This register allows us to contact our tutors and finalise dates for a course as soon as we have a few people who have expressed their interest, so the more delegates who register their interest, the sooner we can schedule a particular course.

Course Tutor

Mike Elward

Mike Elward BA (Hons) MscEcon PGCE, brings over 20 years of experience in education and management, with a decade in senior leadership roles at the highest level. He has a proven track record of empowering individuals and teams to achieve their full potential. Prior to his career in education, Mike served as an officer in the Royal Navy, where he developed strong leadership skills in demanding environments. He holds an undergraduate degree and a master's in History, Politics, and International Relations, along with a Postgraduate Certificate in Education (PGCE). As an expert in coaching and change management, Mike is passionate about guiding organisations through transformative processes. His commitment to success drives him to help individuals unlock their potential and reach their goals.