

**Course Title:**  
**Enhancing Workplace Culture through Positive Psychology**

**Learning Overview**

Are you seeing these warning signs in your team members?

*“I can’t be bothered” attitude – staff showing disinterest in the team’s goals, work projects and activities that often resulted in lower productivity.*

*Increased absences – staff often take leave or call in sick. Often showing signs of decreased motivation in getting their work done.*

*Delivered poor quality work – staff is less committed than the past, often make mistakes or fail to meet deadlines.*

*Displayed negative emotions– staff tends to have negative attitude, low morale, unhappy disposition and quiet.*

There should be real concerns over these symptoms that you are getting from your team. Engaging and retaining the right people have always been organizations’ primary concern. The challenge occurs when people who can do the job are often let go due to under-performance and lack of motivation. These issues are often looked at from the perspective of the company looking at an individual’s contribution without exploring the real root cause.

This workshop is designed to help HR professionals understand the needs of the diverse team members and to create an environment where employees are driven by a purpose to go to work and enable them to harness their intrinsic motivation and their strengths for more effective performance.

**Learning Objectives**

- Understand the concept of happiness at work
- Identify the pillars of positive well-being of employees
- Apply the various strategies of positive psychology
- Recognise the roles that HR professionals and manager can adopt to enhance workplace culture

**Learning Outline**

- The state of employee engagement in organizations
- How can Positive Psychology help organizations
- The PERMA framework to positive well-being
- Strengths and engagement
- Strategies and tools for managers and HR to adopt

- Benchmarking and learning from other organizations

**Who Will Benefit**

Managers, Executives & new HR Executives who are involved in developing and/or coaching others

**Course Duration:**

1 day (7 hours)