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Staff professional development vital for work culture

Ongoing education is one of the three key ingredients for a great workplace culture in 2017, according to the team culture professional Dwain Richardson of Corporate Challenge Events.

"What are the key ingredients for a positive team culture?" said Richardson.

"That is a question all organisations around the world would love the answer to."

From Richardson's experience working with companies and teams of all sizes in Australia and New Zealand for the past two decades, he believes a successful work culture requires a focus and commitment to three key elements.

"I call them the 3 Es ... education, engagement and environment," he said.

Richardson recently released an eBook entitled '[How to create a positive team culture for success](#)' which provides tips and strategies on how education, engagement and the environment can transform a workplace culture.

The first 'E' is education which Richardson refers to as "the ongoing training and professional development of staff".

"There is significant research out there that shows that ongoing corporate training and professional development for workers will help them excel in their roles, provide job satisfaction and influence their decision to stay at the company," he said.

"Ultimately, if staff are performing at a high level and happy with their role and employer, this will have a positive impact on the team culture."

Here are four of the education strategies that Richardson outlines in the eBook - all are corporate training sessions he recommends teams do together for greater business success and individual development.

1. Vision, Mission & Values

"Schedule a session delivered by your CEO or C-level manager that tells the story behind the vision, mission and values of your organisation. These sessions bring everyone together to showcase the bigger picture and greater good on what the organisation is striving to achieve. This could also be a corporate training workshop to engage staff in creating a new vision and exploring new values which will ultimately create greater buy-in from everyone involved."

2. Profile your team

"A fundamental part of improving a team's culture is to help everyone better understand themselves and the role they play within the team. A good way to provide education around this is by conducting a profiling workshop or series of workshops with your team members. There are many profiling tools available but my personal favourite is [Belbin Team Roles](#) which will provide insight into how your team can work effectively in a high performing environment."

3. Discover your 'why'

"We all choose our careers and work with our organisation for varied reasons. You may not even know your 'real' reasons at this point. A corporate training workshop to uncover and share your 'why' will create a powerful point of connection and purpose with your colleagues. This can be a useful training exercise to feature during a team day or staff conference alongside some corporate team building activities."

4. An Appreciative Inquiry

"This session is as the name suggests – an inquiry to appreciate the success of the organisation. However, it can be much more than this! An [Appreciative Inquiry](#) will enable everyone to celebrate the exceptional moments that led the business to where it is today but will also engage the team on where to take the business into the future. It's a purposeful session to incorporate into corporate events, planning days, executive retreats and staff conferences."

For more information on these education strategies, visit www.corporatechallenge.com.au or www.corpchallenge.co.nz to download the free eBook.

Corporate Challenge Events is a leader in corporate training, corporate events planning and team building activities for corporates across Australia and New Zealand with offices in Perth, Melbourne, Sydney, Brisbane, Gold Coast and Auckland.

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