



TRAINING ON ORGANIZATIONAL CULTURE

Proxima Leadership's training courses are self-supporting and asynchronous, allowing learners to follow the courses at their own pace, without time constraints. All teaching materials, as well as instructions and resources, are accessible online, providing great flexibility.

These training courses, lasting approximately 3 hours, are also designed according to a competency-based approach, aimed at developing and mastering specific skills. The pre-recorded capsules, which last less than 10 minutes, introduce the basic concepts, but the main emphasis is on practical exercises, reflections and taking a step back. This allows learners to actively engage in their learning process and strengthen their skills in a meaningful way.

COURSE OUTLINE

MODULE 1 : INTRODUCTION

- **Recorded Capsule:** This capsule presents 10 components of an organizational culture.
- **Organizational Culture Assessment (90 minutes):** This assessment provides an understanding of the internal dynamics of the organization, identifies cultural strengths and weaknesses, and develops evaluation and analytical skills. It promotes critical thinking, the collection of different perspectives, and a better understanding of one's work environment.

MODULE 2: ORGANIZATIONAL CULTURE AND VALUES

- **Recorded Capsule:** This capsule explains the benefits of a strong organizational culture and the importance of values, while identifying signs that an organization could benefit from a reassessment of its values.
- **Reflection (30 minutes):** within the capsule, an introspective exercise will identify the signs that an organization needs to reassess or modify its values.
- **Case study (60 to 90 minutes):** You will work on a fictitious work situation to put theoretical concepts into practice, assess the situation and propose suitable solutions.

MODULE 3: TYPES OF ORGANIZATIONAL CULTURES

- **Recorded Capsule:** This capsule examines subcultures and countercultures, offers ten examples of organizational cultures to enrich your thinking, and presents six key actions to assess and reorient organizational culture strategically.

MODULE 4: ASSESSING AND ADJUSTING ORGANIZATIONAL CULTURE

- **Recorded Capsule:** the capsule offers various methodologies to assess the current portrait of the organizational culture and allows for the development of a summary action plan to reduce gaps and evaluate the effectiveness of cultural initiatives.
- **Question Guide:** Some suggested questions to inspire you and collect data.

At the end of the training, you will receive a training certificate.