

Understanding Workplace Culture

Programme Length:

This programme is delivered through one module in total, it's half a day course with a live tutor. After successful completion, you will receive a certification of completion.

Who is this programme for:

This programme is designed to help registered managers and other managers, such as; administration manager, training officer and team leaders with their practical continuing professional development.

Entry requirements:

- ✚ Employed and have a UK National Insurance Number
 - ✚ Must be aged 19 and above and working in adult social care in England
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Programme Structure

The programme is delivered through one interactive module covering the following objectives below;

- ✚ Module 1 will explore the organisational culture – impacts, drivers and influences. As well as gaining awareness of a range of nudge activities for developing culture. Which will help to provide practical support for registered managers to support change – influencing and developing the culture of their service.
 - ✚ Have a clear understanding of what culture is. How the relationship between culture, values and vision will help to drive better performing staff and service. During this module it will also focus on the understanding approaches for assessing culture and steering action.
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Benefits of undertaking the Understanding Workplace Culture

- ✚ It will help managers to understand how successful behaviours and practical strategies can support them in their day-to-day work. As well be challenged to put these into practice, boosting their capacity to lead and manage effectively.
- ✚ Will help managers to explore the critical links between vision, values and culture, providing practical support to influence change and develop the culture of their service.
- ✚ Fully Funded CPD Management Programme



Delivery of Teaching and Learning

- ✚ Registered onto Go To Training an online virtual training platform which will include a combination of live presentation via video conferencing, interactive activities, break out rooms, real time engagement and discussions. Where participants will be challenged to put their learning into practice.
- ✚ Each module will have a workbook that provides the teaching and learning needed to complete the assessment. The workbook includes interactive activities and links to videos and further learning.
- ✚ When you have completed each module, they will be directly sent to a tutor for marking. Once your feedback is completed you will be notified by email and provided with your feedback.
- ✚ Each module will emphasis on reflection, helping managers to learn from their day-to-day experiences and think about how they can do things differently or get better at recognising what they will do well.
- ✚ Regular monitoring and support throughout the programme that ensures progress happens in a timely manner. We are supportive of participants who experience unforeseen or challenging circumstances and work to help you resolve issues to ensure successful completion.

Feedback from previous participant's – what they had to say

Managers:

“This course helped me to understand that it is possible to change the culture of a work setting by involving the entire team”

Business Support Administrators:

“This course made me think how important it is that all values are emphasised in many different ways to ensure a positive and strong workplace culture. We will relook at our management strategies to enhance our values and behaviours. It was great to think about how we display our values now and what we would like to achieve, discussing the gap between and what this ‘gap’ will involve to get to our desires”

“I learnt how to build a strong culture within the workplace, and this is down to the values that the Company hold and how these are communicated. If the values aren't emphasised to staff and service users then you cannot guarantee that all values will be followed, which in turn could lead to an unhealthy culture, therefore it is important to communicate all values and behaviours that the Company hold at all times. We discussed how this can be done through online presence and making this known to staff/service users through supervisions, training, workshops, 1:1s, staff meetings, surveys, noticeboards, newsletters, displays in the office and entrances etc”



Progression on completion of the programme:

Leaders who participated in this programme can progress to the following:

Further Education

- Level 4 Diploma in Adult Care
- Level 5 Diploma in Leadership and Management for Adult Care

Employment:

- Deputy Manager
 - Care Manager
 - Team Leader
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Funding

- + Adult Social Care employers in both CQC regulated and non-regulated care settings will be eligible to apply for funding.
- + Employers must be registered and have completed the Adult Social Care Workforce Data Set [Adult Social Care Workforce Data Set](#) in order to be eligible for reimbursement and have expressed their interest to be invited to use the new digital online claims service from NHSBSA [express their interest in being invited to use the service by completing this form](#)
- + Employers can claim up to £135 per staff of the reimbursement once the programme is completed, from Learning and Development Support Scheme [Learning and Development Support Scheme for the adult social care workforce: a guide for employers - GOV.UK \(www.gov.uk\)](#)
- + This can be used for new and existing staff.

