



The Culture
Institute
AUSTRALIA

2024

EXECUTIVE CERTIFICATE IN CULTURAL LEADERSHIP

Updated Course Content for 2024

- New ISO45003 Standard & SafeWork Australia Laws
- Leadership Psychosocial Hazard Management
- Board and Executive Culture Governance
- Cultivating a Healthy Hybrid Team Culture
- AI Culture Leadership Guidelines



ENROLLMENT

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New international and Australian psychosocial leadership laws have changed the face of leadership.

Today, leadership requires a deep knowledge of culture, behaviour and responsibilities.

Leadership...more than a title.



PROGRAM OVERVIEW

EXECUTIVE CERTIFICATE IN CULTURAL LEADERSHIP

Gain formal recognition as a progressive, high performing, authentic leader with a leadership qualification from The Culture Institute of Australia.

The Executive Certificate in Cultural Leadership

has been designed to equip leaders to effectively shape culture and satisfy ISO and ASX Corporate Governance Guidelines, ASIC and APRA culture governance requirements.

The leaders of the future will be cultural leaders. The recent, rapid changes in ways of working both locally and globally has created unprecedented organisational pressure to understand and lead people and teams in new, more progressive and flexible ways.

The Executive Certificate in Cultural Leadership provides executive leaders with essential tools and frameworks to effectively cultivate and foster healthy, high performing teams for the future of work.

Following a comprehensive leadership study across some of the world's largest organizations, tech firms and start-ups, a team of social scientists, psychologists and business analysts developed The Executive Certificate in Culture Leadership.

This executive qualification gives boards and executive teams strong confidence in their leader's people management skills and ability to effectively shape culture at this critical time.

The course consists of theoretical modules, interviews with ASX100 leaders and a range of simulations to support practical implementation of learning. A time commitment of 2- 3 hours a week is recommended.



Review the new ISO45003 Psychosocial Leadership Standard



Build and maintain high levels of psychological safety and innovation



Enhance your connection and presence within your team and organisation

Essential Leadership Development

In the new world of work, the need to direct, shape and nurture organisational culture is more important than ever. However, it has never been more difficult. This program dives into the critical aspects of culture and what you can do as a cultural leader to effectively manage your team and organisation.

Lead a Flexible Workforce

Hybrid and flexible ways of working are now the norm. Creating and maintaining a healthy, high-performance culture today requires new leadership knowledge and skills. Learn how to effectively engage with and motivate employees regardless of work-styles.

Increase Employee Engagement

As a national average, only 17% of employees are engaged at work. The overwhelming reason for poor engagement is the organisational culture and leadership behaviour. Learn how to build a culture of acceptance, recognition, exploration and engagement.

Mitigate Psychosocial Risk

Mitigating psychosocial risk is a critical component of effective cultural leadership in today's workplace. By proactively identifying, assessing, and addressing psychosocial hazards, leaders can create a culture of psychological safety, well-being, and resilience that enables employees to thrive and organisations to achieve their strategic objectives.

Reduce Unnecessary Attrition

In Australia, 2024 employee attrition rates are more than 30% higher than in 2021. The primary cause of voluntary turnover (resignation) is a perceived lack of acceptance and belonging. Learn how to create a strong sense of belonging with a wide variety of employees.

Drive Financial Performance

Organisations with the healthiest cultures perform better across all key metrics including delivering greater financial return to shareholders. Learn how to drive and maintain an efficient learning and innovation culture that achieves short, medium and long term objections.

Be Recognised as a Cultural Leader

The most sought after leadership capability is cultural leadership. Credentialed cultural leaders are recognised for possessing a knowledge base and skillset appropriate for the the major challenges and opportunities inherent in the new world of work.

Leadership...more than a title

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PROGRAM OVERVIEW

EXECUTIVE CERTIFICATE IN CULTURAL LEADERSHIP

Preparing Leaders for the New World of Work

Gain a deep understanding of psychosocial hazard leadership and its critical role in ensuring employee well-being and organisational success. Explore the emerging field of AI culture shaping and learn how to leverage technology to create thriving, innovative workplace cultures. Develop your empathetic leadership skills to foster trust, open communication, and psychological safety. Synthesise your knowledge to create comprehensive action plans that drive cultural transformation and mitigate workplace risks in the digital age.

Module 1 | Cultural Leadership in The Digital Age

Investigate the changing needs of employees in the digital age and the critical importance of psychosocial leadership in addressing workplace hazards. Examine the legal and ethical responsibilities of leaders in ensuring a healthy, safe, and inclusive work environment. Introduce The Culture Institute's 'Psych-Safe Leadership' model that provides a framework for identifying, assessing, and mitigating psychosocial risks in the workplace.

Module 2 | AI Culture and Employee Engagement

Explore the emerging field of AI culture shaping and its impact on employee engagement and organisational performance. Review global case studies that illustrate the potential benefits and challenges of integrating AI technologies into the workplace culture. Introduce 'CultureAI,' a new diagnostic tool designed to measure the effectiveness of AI-driven culture initiatives and their alignment with organisational strategy.

Module 3 | Empathic Leadership & Cultural Stewardship

Develop your skills in empathetic leadership, active listening, and conflict resolution to effectively address psychosocial hazards in the workplace. Learn strategies for creating a culture of trust, open communication, and psychological safety. Introduce the 'Psych-Safe Leadership Toolkit' that provides practical resources for identifying and addressing psychosocial risks, promoting employee well-being, and fostering a supportive work environment.

Module 4 | Shaping Culture in Your Team and Organisation

Utilising your professional experience and course material, construct a culture shaping process for your team or organisation. Unpack the cultural leadership dashboard to effectively reset or refresh culture style and leadership practices. Module 4 introduces tasks that require you to demonstrate your level of knowledge and self awareness in order to arrest culture dysfunction and optimise employee experience, culture, climate and morale.



COURSE ENROLMENT

EXECUTIVE CERTIFICATE IN CULTURAL LEADERSHIP

This course is designed for senior leaders and managers seeking to develop their skills in psychosocial hazard leadership and AI culture shaping to foster healthy, high-performing teams and organisations in the digital age.

Course graduates are recognised (at CultureCon™) as contemporary cultural leaders equipped with the knowledge and tools to create and nurture thriving workplace cultures that prioritise employee well-being, psychological safety, and innovative AI integration.

The primary focus of the Executive Certificate in Cultural Leadership is to provide participants with a holistic, sustainable approach to influencing organisational performance through personal leadership development and access to comprehensive, cutting-edge frameworks for addressing psychosocial risks and leveraging AI technologies.

ENROLMENT SUMMARY

Protect your organisation and drive performance with the Executive Certificate in Cultural Leadership. Gain a contemporary understanding of psychosocial hazard leadership and AI culture shaping to foster healthy, high-performing workplace cultures. Join a select cohort of leaders and be recognised at CultureCon™ Sydney in October 2024.



Online Program



4 weeks / 2-3 hours per week



Commences July 15, 2024



\$1,295





「Be the
change you
want in the
workplace」



The Culture Institute
AUSTRALIA

CULTURECON
AUSTRALIA'S WORKPLACE CULTURE CONFERENCE 2020



Course Director | Karl Treacher

Karl Treacher (GAICD) is an Executive in Residence and Associate Professor at Griffith Business School and the Chairman of The Brand and Culture Institutes of Australia. As one of Australia's leading experts in corporate brand, culture and reputation strategy, Karl has published over 60 articles and has been invited to speak at TEDx and The Committee for Economic Development in Australia (CEDA).

Commercially, Karl has over 25 years experience working with tier-one brands, boards and business leaders and is recognised as an expert in organisational reputation, brand, culture and experience alignment.

Karl has supported executive teams through the repositioning and culture evolution of many iconic Australian organisations and is the author of Panorama™ organisational Culture Analysis, The Australian Workplace Culture Guidelines and The Australian Culture Governance Certification Program.

The Culture Institute of Australia

The Culture Institute of Australia is an assessment, education, and advisory firm that empowers organisations to measure, understand, and shape psychologically safe and high-performing workplace cultures in the digital age.

We help our clients identify and address the most critical psychosocial hazards and AI-related challenges within their culture, ensuring alignment with their strategy and driving sustainable results.

We are committed to revolutionising organisational culture and cultural leadership across corporate Australia, helping to create safe, supportive, and uplifting employee experiences that meet the personal, social, and commercial needs of today's workforce.

About our Leadership Education Services

Our executive education services equip leaders with the skills and knowledge necessary to effectively manage and lead teams in the flexible working, digital era, with a strong emphasis on psychosocial hazard leadership and AI culture shaping.

Our enterprise education services focus on building positive, productive workplaces that attract top talent and drive productivity, while our executive education offerings prepare leaders to cultivate and maintain a culture of psychological safety and well-being, regardless of the workplace setting or working arrangements.

Member Organisations of The Culture Institute of Australia

