

# Understanding Self and Culture

The understanding and valuing of all cultures is a necessary pre-requisite to being able to lead a diverse workforce.

---

Course Duration – 1 Day

Course Cost – \$400 pp

CLF level Alignment



Middle Manager Development Framework Alignment



## Overview

The understanding and valuing of all cultures is a necessary pre-requisite to being able to lead a diverse workforce.

This course introduces participants to the factors that influence the development and formation of individual and collective cultures. Participants will explore the nature of culture – its creation, maintenance, and the variables that can improve, sustain or erode it. They will consider those things that contribute to their own individual culture and how and why those factors may differ between people.

## Who should attend this course?

This course is for managers who want to be best positioned to effectively manage diverse teams and gain a sophisticated understanding of what culture is and how it impacts on our perceptions, judgements and the decisions we make within the workplace.

## Learning Outcomes

Participants will examine confirmation and other cognitive biases, their impact on how different cultures can be perceived and / or accepted, and how they are best managed when considering a range of differing cultures.

Participants will examine the need for workplace culture to be aligned with the strategic objectives of the organisation and how, when aligned, culture will make a significant positive contribution to organisational objectives. The impact of non-aligned organisational culture will also be discussed.

## Topics Include:

- ◆ Define culture, its elements and components, and the role that it plays
- ◆ Examine the development of individual and collective cultures
- ◆ Examine the impact cultural norms have on the development of our personal identify and value system, our perceptions, and our sense of 'truth'
- ◆ Understand and manage cognitive biases when considering various cultural norms
- ◆ Strategies for managing our own bias, and the bias of others
- ◆ Understand and manage the relationship between culture, ethics, values and leadership
- ◆ The importance of aligning workplace culture with strategic goals and objectives

## Prerequisite

N/A

## Topics covered from the Middle Management Development Framework

- ◆ Understanding self and culture

## To find out more about this course contact:

Office of the Commissioner for Public Employment

Phone: (08) 8999 3708

Email: [swpd.ocpe@nt.gov.au](mailto:swpd.ocpe@nt.gov.au)