CULTURE RESET WORKSHOP

A Practical 3-Hour Workshop
For Teams, Workgroups and Operational Staff

Culture is not what's written in a strategy document. It's what happens every day on the ground - how people speak to each other, how issues are handled, what gets tolerated and what gets called out. In many teams, culture drifts and standards slip. Behaviours get ignored and frustration builds and over time. What was once not acceptable, becomes normal.

Culture Reset is a practical, no-nonsense workshop designed to bring teams back to a shared standard. It focuses on the behaviours that shape safety, respect, teamwork and performance and gives teams the space to call out what's really happening and reset expectations moving forward. The workshop also includes a practical overview of the Psychosocial Code of Practice and how culture, behaviour and team dynamics create real workplace risk if left unchecked. This is not theory. It's a straight conversation about how the team works and how it needs to work going forward.

KEY OUTCOMES

Participants leave the workshop with:

- A clear understanding of current team culture (good and bad)
- Shared agreement on expected behaviours
- Increased willingness to speak up and address issues early
- Practical tools for holding each other accountable
- Greater awareness of psychosocial risks created by behaviour
- A team-developed Culture Charter that reflects how they want to work

COURSE DELIVERY

Delivery: Face to face
Duration: 3 hours
Group size: Max 25
Included: Workbook; Team Culture Charter Template
Designed for: Work teams, operational crews, departments and mixed staff groups.

BENEFITS FOR ORGANISATIONS

Organisations benefit through:

- Improved team culture and behaviour
- Reduced workplace tension
- Increased accountability across teams
- Stronger alignment between leaders and staff
- Early identification of behavioural and cultural risks
- Support for organisational obligations under psychosocial safety requirements

TO BOOK OR CHAT

Contact Michelle for a chat or to look at tailoring a program for your organisation.

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WHY THIS PROGRAM?

Most teams don't have a culture problem because they lack values or policy direction.

They have a culture problem because:

- Poor behaviour goes unchallenged
- Standards are inconsistent
- People avoid calling things out
- Frustration gets expressed sideways (gossip, sarcasm, disengagement)
- Accountability is patchy

The result?

- Tension in the team
- Declining morale
- Reduced trust
- Increased conflict
- Increased psychosocial risk

It directly impacts safety, performance and risk exposure.

LEARNINGS

Participants will work through practical, structured discussions and activities to:

- Understand Culture in real terms
- Psychosocial safety and workplace risk
- Identify harmful behaviours
- Have the hard conversations
- Define the standard moving forward
- Build accountability in practice
- Create a Team Culture Charter

"Resetting culture requires one thing:
Clear, shared expectations backed by behaviour."

ABOUT YOUR TRAINER

Michelle McFadyen is an experienced leadership trainer, facilitator and organisational consultant.

With more than 25 years in CEO and senior executive roles in local government, Michelle brings deep insight into the real challenges leaders face when managing people, culture and performance.

Through her consulting practice, Michelle works with organisations across Australia in leadership and team development, workplace wellbeing, governance and organisational culture.

Michelle holds a Bachelor of Business (Management) and a Diploma in Positive Psychology and Wellbeing and is also a qualified counsellor, mediator and conflict coach.

Known for her practical, down-to-earth approach, Michelle combines real-world leadership experience with practical tools leaders can immediately apply in their workplace.