

People Leadership: Creating Positive Work Environment and Work Culture

How does people's leadership contribute to my organisation?

Can productivity improve with mastering people leadership skills?

Introduction

At the heart of every organisation are its people. Strategies, systems, and processes may shape the structure of a business, but it is people who bring energy, creativity, and commitment to life. Effective leadership today goes beyond managing tasks or driving performance—it requires the ability to understand, guide, and inspire individuals. This is the essence of people leadership.

People leadership is not about a job title or level of authority. It is about actions, influence, and the ability to create an environment where individuals feel valued, motivated, and empowered to contribute their best. A true people leader recognizes the importance of respect, empathy, and recognition, while also ensuring that functional and managerial expertise is supported.

When leaders master the art and science of working with people, the impact reaches far beyond individual performance. It shapes the culture of the workplace, strengthens collaboration, and builds resilience in the face of challenges. It creates an organisation where productivity is a natural outcome of engaged and motivated employees rather than something that must be forced or controlled.

This program is built on the belief that leadership is about creating positive influence and lasting impact. By focusing on team spirit, a supportive work environment, and a culture of growth, participants will learn how to drive both organisational success and human fulfillment.

Program Objectives

This program aims to :

- Encourage team spirit
- Create a positive work environment and work culture

Learning Outcomes

After completing this training, participants shall be able to

- Understand the concept of building teams that work together

- Build a positive work environment and work culture
- Develop conflict resolution strategies
- Define motivation

Who should attend?

CEO, Senior Managers, Team Leaders, or anyone who is interested in developing leadership skills in their lives.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	<p>Building Teams</p> <p>No one works on an island. We always work in a team. This module explains the importance of the team in people leadership. The participants would understand the characteristics of the team and the requirements for setting up an effective team.</p>
10.30am-11.00am	<p>Break and Networking</p>
11.00am-1.00pm	<p>Stages of People Development</p> <p>This module helps participants to understand the process of forming an effective team. The participants would learn the criteria and requirements for forming an effective team. In people leadership, the participants would learn the application of compassion and empathy while forming the team.</p>
1.00pm-2.00pm	<p>Lunch Break and Networking</p>
2.00pm-3.30pm	<p>Managing Team Diversity</p> <p>Forming a team could be easy, but managing team diversity needs people skills, negotiation skills, listening skills, planning and organising skills. This module shares the method of how to get top management commitments, organisational assessment skills and appreciating the strength of individual employees in the workplace.</p>
3.30pm-4.00pm	<p>Break and Networking</p>
4.00pm-5.00pm	<p>Challenges when Building a Team</p> <p>In this module, the participants would learn how to identify and overcome the challenges when building a team. The participants would apply communication, building trust and alignment in boosting productivity through an effective team.</p>

Time	Day Two
9.00am– 10.30am	<p>Happiness and People Leadership in Organisation Productivity</p> <p>In this module, the participants would start to understand the sin of human happiness. In addition, participants would learn the relationship between happiness and productivity. The participants would learn factors influencing happiness among employees in the organisation.</p>
10.30am-11.00am	Break and Networking
11.00am-1.00pm	<p>Creating Happiness: People Leadership</p> <p>Extrinsic motivation through remuneration is important in boosting productivity. However, intrinsic motivation such as a happy workplace contributes more to organisation productivity. This module trains the participants' methodology to create a happy workplace.</p>
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	<p>Conflict Resolution Strategies: People Leadership</p> <p>In this module, the participants would learn how to manage difficult employees in a humane way. The participants would learn the method of how to build up a relationship and rapport with the employees in organisation strategies.</p>
3.30pm-4.00pm	Break and Networking
4.00pm-5.00pm	<p>Continuous Performance Conversation</p> <p>Besides conflict resolution, employees want to get continuous feedback. In this module, the participants would learn how to apply continuous performance conversation to provide feedback about employee performance.</p>