



Timing of the Autumn Class of 2018

The research shows what can happen in a positive culture: People and performance thrive! Positive organizations are proven to be better at change, more innovative, competitive, profitable, and also contributing more to the world.



"This Academy is based on research and is also practical. The questions form an excellent checklist to diagnose a situation and find paths for change. Very insightful."

Claude Emond, Management Consultant,
Canada

The book "Developing a Positive Culture" is the basis of this Academy. It presents a wide range of culture research and tools, shows what a positive culture entails and proposes easy-to-do Interaction Interventions or Change Circles to develop a more positive culture. Get the Positive Culture Book [here](#).

The online Positive Culture Academy is the customized "How-To" for your organization, with help from culture & change consultant Marcella Bremer. Workload on average: 2 hours per week. Curriculum with others: 14 weeks. Self-paced is also possible.

Enroll if you are a leader, middle manager, team supervisor, HR professional, consultant, coach or employee who wants to make a positive difference.

Timing of the Curriculum, September-December 2018

Module 1 Who, Why and What of Culture		
3 lectures: Introduction, Why develop a Positive Culture? What is Culture?	Questions and assignments	September 17
Module 2 Positive Culture		
2 lectures: What is a Positive Culture?, Positive emails	Partner work Questions and assignments	September 24

POSITIVE CULTURE ACADEMY

Module 3 Personal Preparation 1		
1 lecture: How to see the Positive and Be Positive	Academy Conference Call 1 Questions and assignments	October 1
Module 4 Personal Preparation 2		
2 lectures: See People as People, Raise the Positivity Ratio	Questions and assignments	October 8
Module 5 Organizations and Change		
1 Lecture: Organizations as Networks	Partner work, Questions and assignments	October 15
Module 6 Interaction Interventions		
2 Lectures: Interaction Interventions, How to ask Positive Questions	Questions and assignments	October 22
Module 7 Positive Action		
2 Lectures: Random acts of Kindness, Positive Peers	Academy Conference Call 2, Questions and assignments	October 29
Module 8 Diagnosis and Dialogue		
2 Lectures: Dyads or Triads, Silence, Violence or Dialogue?	Partner work, Questions and assignments	November 5
Module 9 Safety and Honesty		
2 Lectures: Feedback, Respond to restore Safety	Questions and assignments	November 12
Module 10 Energize your Meetings		
2 Lectures: Positive Meeting Ideas, Liberate your meetings	Questions and assignments	November 19
Module 11 Positive Leadership		
2 lectures: Safety and Dialogue for leaders, more positive practices	Academy Conference Call 3, Partner work, Questions and assignments	November 26

Module 12 Change Circles		
Lecture: Change Circles	Questions and assignments	December 3
Module 13 Personal positive culture plan		
Lecture: Your personal positive culture plan		December 10
Module 14 Wrapping it up		
Submit your personal culture plan, evaluation	Academy Conference Call 4, Partner work, Submit your plan	December 17
Certification if you qualify		

Learning outcomes

You'll learn and practice easy-to-do Interaction Interventions that invite your team to:

- * Notice and amplify what is already working well
- * Improve performance toward “positive deviance.”
- * Engage with the others and their job and “lean in” instead of lean back
- * Contribute more and better ideas and energy to the team
- * Collaborate more and support others
- * Take ownership of their actions and outcomes
- * Align their values and purpose with the organization
- * Benefit from the art of dialogue
- * Be agile and ready to change if needed
- * Learn from mistakes, experiment, fail fast and innovate
- * Ask critical questions to improve plans, Ask more, and assume less
- * Be authentic, open, and trust the team

“I like the easy style and manageable chunks. The Academy is thought-provoking, refreshing, and energizing.”

Frances Clayton, Change Manager, Middle-East



“The videos are good and the checklists make me think about what I can apply. This Academy is motivating, thoughtful, applicable.”

Dolores Fabregas, Regional sales manager, USA

Enroll to develop a more positive workplace

[Register here](#) to start this positive journey!

[Email Marcella](#) if you have questions or want to apply for the private consulting track.

May this Positive Culture Academy serve you to develop a positive and productive organization!

Marcella Bremer & Marcel Lamers
co-founders of the Positive Culture Academy

This program is valid for 24 PDCs for the SHRM-CPSM or SHRM-SCPSM



"High quality content delivered in digestible bits.
Inspiring!"

Vadivu Govind, Consultant, Singapore



"This Academy is very actionable. I appreciate the personal preparation work."

Crystal Sittser, Manager Internal Controls, USA