

# cto

corporate training options

## About Us

Our mission at CTO is empowering people through learning that drives lasting growth and organisational success.

With that focus, we provide high-quality, practical training designed to help individuals and organisations build skills, improve performance and adapt to an ever changing business environment.

With experienced trainers and flexible delivery options, CTO provides engaging, results-focused learning designed to strengthen capability and support long-term business success.

*“Hope is NOT a  
Development Plan.”*

## Building a Committed Workplace

### Other Leadership Courses

- Change Management - Leading through Organisational Change
- Strategic Planning
- Learning to Lead
- Team Building
- Excellence in Supervision
- Coaching for Development
- Leading Virtual Teams
- Effective Communication

*Skills that Win -  
Build Teams that Win*

## Contact Us

*We would love to collaborate with you*



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*Our trainers are located all across  
Australia.*



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## *Leadership: Building a Committed Workplace*

### *The Challenge*

Employee engagement is at historic lows, and uncommitted employees cost organisations in productivity, quality and turnover. Creating genuine commitment—not just compliance—requires more than perks and pizza parties. Leaders must understand what truly drives commitment and create environments where people choose to invest their discretionary effort willingly.

*Educate, Elevate and Empower*

## *What you will Learn*

- ✓ Understand what drives employee commitment versus mere compliance
- ✓ Create a workplace culture that fosters genuine engagement
- ✓ Build trust and psychological safety within your teams
- ✓ Align individual goals with organisational purpose
- ✓ Recognize and reward commitment in meaningful ways
- ✓ Address disengagement before it spreads
- ✓ Lead in ways that inspire voluntary commitment- not forced loyalty

## *Who should Attend*

This strategic program is designed for leaders responsible for building and maintaining high-commitment teams and organisational culture. Ideal participants include:

- Senior leaders and executives
- People and culture managers
- Team leaders and department heads
- HR professionals focused on engagement and retention

## *Course Delivery*

- Online via Microsoft Teams
- Onsite at your Workplace
- Hybrid (combination of both)

## *Duration*

- Full Day Course

## *Group Sizes*

Our prices are based on group sizes and not per person (the more the merrier)

- 1 - 3 trainees
- 4 - 15 trainees
- 16 - 20 trainees

## *Pre Requisites*

None - Open to all

# Course Modules

## Module 1. Understanding Commitment vs. Compliance

- Why engagement surveys keep declining despite increased investment
- The difference between showing up and choosing to contribute
- What discretionary effort looks like and what it's worth
- Why perks, pizza and ping-pong tables don't create commitment

## Module 2. What Actually drives employee commitment

- The core human needs that determine whether people truly engage
- Intrinsic vs. extrinsic motivation - what research actually tells us
- Why the same environment produces committed and uncommitted people
- Reading your team. Who is committed, who is compliant and who has left already

## Module 3. Building Trust as the Foundation

- Why trust is the non-negotiable precondition for commitment
- The behaviours that build trust and the ones that quietly destroy it
- Consistency, transparency and follow-through as leadership disciplines
- Rebuilding trust once it has been damaged

## Module 4. Creating Psychological Safety

- What psychological safety is and what it is not
- Why people withhold ideas, concerns and effort without it
- Practical leadership behaviours that make it safe to speak up
- Responding to mistakes and failure in ways that strengthen, not shrink, commitment

## Module 5. Connecting people to purpose

- Why meaning matters more than ever in the modern workplace
- Helping individuals see how their work connects to something larger
- Aligning personal goals with team and organisational direction
- Leading with purpose without resorting to corporate slogans

## Module 6. Recognition that Actually works

- Why most recognition misses the mark and sometimes backfires
- Understanding what feels meaningful to different people
- Recognising effort, behaviour and values - not just results
- Building a culture of peer recognition alongside leader recognition

## Module 7. Spotting and addressing disengagement early

- The early warning signs that commitment is slipping
- Understanding the journey from engaged to actively disengaged
- Having honest conversations before disengagement becomes contagious
- Knowing when to re-engage, reposition or part ways

## Module 8. Leading in ways that inspire Voluntary commitment

- The leadership style that earns commitment rather than demanding it
- Moving from authority to influence as your primary leadership tool
- Creating an environment where people choose to bring their best
- Building a personal leadership practice that sustains commitment long term

Elevate and Empower -  
educate,