

# THE POWER OF WORKPLACE RITUALS: BUILD CULTURE THROUGH INTENTIONAL EXPERIENCES

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This workshop explores how meaningful rituals can transform workplace culture, enhancing connection, purpose, and performance. Participants will learn to identify organizational pain points, design impactful rituals, and build practices that boost morale, spark creativity, and strengthen team cohesion. By the end, you'll leave equipped with actionable strategies to foster a more engaged, connected, and resilient workplace.

## DATE

Thursday, 23<sup>rd</sup> April 2026

## DURATION

1 day workshop

## VENUE

AshreiTech Academy, NASTP  
Main Sharah e Faisal, Karachi



# NOORUDDIN MERCHANT

With a deep passion for creating meaningful learning experiences, Nooruddin Merchant brings over a decade of expertise in leadership development, workplace culture, and experiential facilitation. His work focuses on humanizing organizations, helping teams connect with purpose, foster psychological safety, and cultivate inclusive environments that thrive on collaboration and innovation.



As a founding staff member at Habib University, Nooruddin has played a pivotal role in shaping learning design and leadership development programs that inspire growth, empathy, and collective excellence. His sessions are known for blending thoughtful reflection with practical strategy — empowering individuals and teams to unlock their full potential and transform the way they work.

## AREAS OF EXPERTISE:

- Trained **2,400+** professionals, including community leaders, educators, and executives.
- Partnered with top organizations like Shell Pakistan, Aga Khan Development Network, ChildLife Foundation, and British Council.
- Specialized in psychological safety, shared leadership, and workplace culture transformation.
- Certified in Appreciative Inquiry, Positive Psychology, and Instructional Design from leading global universities.

# TRAINING OVERVIEW:

This workshop is designed to help participants understand how rituals can be powerful tools for shaping culture, driving engagement, and strengthening team connection. Through interactive discussions and hands-on exercises, attendees will explore ways to integrate purposeful rituals into their daily workflows to enhance collaboration, creativity, and overall well-being.

# LEARNING OUTCOMES

**By the end of this workshop, participants will be able to:**

- Identify key organizational challenges where rituals can create positive change.
- Understand the 3 P's of Rituals, Psychological Safety, Purpose, and Performance.
- Design and implement rituals that foster team cohesion, creativity, and motivation.
- Apply practical strategies to improve communication and reduce burnout.
- Cultivate a stronger sense of belonging, shared purpose, and sustained performance within their teams.

# ACTIVITIES THAT INCLUDE:

## Icebreaker:

"Ritual Reflections" – Participants share personal or professional rituals that foster connection, revealing common misconceptions and building immediate rapport.

## Who Needs Rituals?

Exploring the 3 P's (Psychological Safety, Purpose, Performance) through real-world organizational challenges and solutions.

## Designing Rituals for Your Workplace:

Preferences: Hands-on exploration of ritual types, including digital-first check-ins, micro-rituals for hybrid teams, and gamified elements to enhance engagement.

## Expectations:

Feedback loops, mentorship rituals, and growth-oriented practices tailored to boost team dynamics. Role Play: **Manager-Team Ritual Simulation.**

## Building a Ritual-Driven Culture:

Identifying barriers like hierarchy, work-life imbalance, and misaligned goals through guided mapping exercises.

## Action Planning:

Develop a personalized ritual integration plan

# WHO SHOULD ATTEND:

- Corporate Leaders & HR Professionals,
- Team Managers & Supervisors,
- Social Sector Leaders & Nonprofit Organizations,
- Business Owners,
- Anyone interested in improving workplace culture & team creativity and collaboration.

# REGISTRATION DETAILS

Program Fee: **PKR 15,000+ Tax** per participant.

Payment can be made via a Payorder in the name of AshreiTech or IBFT to:

**Title of Account:** ASHREI TECH PRIVATE LIMITED

**IBAN:** PK61MEZN0099740107642699

**Bank Name:** Meezan Bank Limited

Nominate a group of 4 and get a 15% discount.

The program fee covers the program manual, certificate of participation, Lunch, Entry Pass, and networking opportunities.

Cancellations can be sent 7 days before the program, after which NO cancellations will be accepted.

For more information, Contact

**0333-2775771**

**Are you ready to discover the The Power of Workplace Rituals?**

**ENROLL NOW!**