



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Building Resilience and Sustainable Team Performance

3 day course

Classroom, online or in-house

Course overview

Sustained high performance and burnout look similar for a while, and then they do not. This course covers building a team that performs without consuming itself. Delegates work through the drivers of sustainable performance, workload and demand management, recovery as an operational requirement rather than a perk, and the early indicators that a team is running beyond its capacity. The course is explicit that individual resilience training is frequently used to place the burden of a systemic overload on the people carrying it, and delegates work on distinguishing the two and addressing the causes a manager can actually control.

What you will learn

- Identify the drivers of sustainable performance in a team
- Manage workload and demand rather than absorbing them
- Treat recovery as an operational requirement
- Recognise the early indicators of a team running beyond capacity
- Distinguish an individual resilience issue from a systemic overload
- Address the causes of overload that a manager can control
- Escalate the causes that a manager cannot

Who should attend

- Managers and team leaders
- Human resources and wellbeing professionals
- Operations and service delivery managers
- Project managers running sustained delivery
- Senior leaders accountable for capacity

Course outline

- 01 Sustainable performance against sustained overload
- 02 The drivers of team performance over time
- 03 Workload, demand and the manager's actual levers
- 04 Recovery as an operational requirement
- 05 Early indicators of a team exceeding capacity
- 06 Individual resilience against systemic overload
- 07 What a manager can fix and what must be escalated
- 08 Building a team practice that holds

Upcoming dates

Dates	Venue	Format	Fee per delegate
5 to 7 October 2026	Pretoria, South Africa	Classroom	R11,995
6 to 8 October 2026	Nairobi, Kenya	Classroom	R11,995
1 to 3 November 2026	Victoria Falls, Zimbabwe	Classroom	R11,995
11 to 13 November 2026	Kampala, Uganda	Classroom	R11,995



Fees and how to register

Online **from R6,500** per delegate, classroom **from R11,995** per delegate, in-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afri-science.co.za, or WhatsApp us on **+27 63 479 1136**.

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