



PROFESSIONAL DEVELOPMENT FOR WOMEN

Career Planning and Progression for Women

2 day course

Classroom, online or in-house

Course overview

Careers rarely progress on merit alone, and the mechanisms that actually move people, visibility, sponsorship and being in the room when roles are discussed, are less available to women who were told to focus on the work. This course makes those mechanisms explicit. Delegates work through mapping a career against where the organisation actually creates opportunity, identifying the experience a target role requires and how to acquire it deliberately, and building visibility with the people who make decisions. Sponsorship is distinguished from mentorship, since only one of them advocates for you. Performance conversations, promotion cases and salary negotiation are practised. The course closes on career interruption and returning without losing ground.

What you will learn

- Map a career against where the organisation creates opportunity
- Identify the experience a target role requires and acquire it deliberately
- Build visibility with the people who make appointment decisions
- Distinguish mentorship from sponsorship and secure both
- Prepare and present a promotion case
- Negotiate salary and terms with evidence
- Plan for career interruption and return without losing ground

Who should attend

- Women professionals planning their next role
- Women in middle management seeking senior appointment
- Early career professionals setting direction
- Human resources staff supporting career development
- Managers responsible for developing their teams

Course outline

- 01 The mechanisms that actually move people
- 02 Mapping opportunity in your organisation
- 03 Target roles and the experience they require
- 04 Building visibility with decision makers
- 05 Mentorship against sponsorship
- 06 Performance conversations and promotion cases
- 07 Salary and terms negotiation
- 08 Career interruption and returning

Upcoming dates

Dates	Venue	Format	Fee per delegate
24 to 25 November 2026	Durban, South Africa	Classroom	R11,950
28 to 29 December 2026	Lagos, Nigeria	Classroom	USD 795
21 to 22 January 2027	Johannesburg, South Africa	Classroom	R11,950
23 to 24 March 2027	Online	Online	R6,500



Fees and how to register

This 2 day course is **R6,500** per delegate online, **R11,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 795** in the classroom elsewhere in Africa. 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@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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