



HUMAN RESOURCES TRAINING

Coaching People Through Uncertainty and Constant Change

3 day course

Classroom, online or in-house

Course overview

Coaching someone through uncertainty is harder than ordinary coaching because the coach cannot offer the reassurance the person is asking for, and pretending otherwise destroys the relationship the moment reality arrives. This course addresses that. Delegates work through what uncertainty does to attention, judgement and trust, and coaching conversations that hold honesty and support together. Listening under emotion is covered, including hearing what has not been said. Questions that open thinking rather than lead it follow. Helping someone separate what they control from what they do not is treated as the core move. Coaching in restructuring, redeployment and job insecurity is addressed directly, since that is where the demand is. The coach's own position is covered, including coaching people through a change you did not choose either. The course closes on boundaries and on knowing when a person needs support you cannot give.

What you will learn

- Recognise what uncertainty does to attention, judgement and trust
- Hold honesty and support together without false reassurance
- Listen under emotion and hear what is unsaid
- Ask questions that open thinking rather than lead it
- Help people separate what they control from what they do not
- Coach through restructuring, redeployment and job insecurity
- Hold boundaries and recognise when to refer for other support

Who should attend

- HR business partners
- Middle and senior line managers
- Internal coaches and mentors
- Talent management specialists
- Team leaders managing hybrid or dispersed teams

Course outline

- 01 The reassurance you cannot give
- 02 What uncertainty does to people
- 03 Honesty alongside support
- 04 Listening under emotion
- 05 Questions that open thinking
- 06 Control and what lies outside it
- 07 Restructuring, redeployment and insecurity
- 08 The coach's own position, boundaries and referral

Upcoming dates



Dates	Venue	Format	Fee per delegate
5 to 7 October 2026	Pretoria, South Africa	Classroom	R14,950
28 to 30 October 2026	Cape Town, South Africa	Classroom	R14,950
28 to 30 December 2026	Port Louis, Mauritius	Classroom	USD 995
13 to 15 January 2027	Accra, Ghana	Classroom	USD 995

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** 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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