



## LEADERSHIP AND MANAGEMENT DEVELOPMENT

# Creating a Positive Work Culture

3 day course

Classroom, online or in-house

## Course overview

Culture is created by what leaders do repeatedly and by what the organisation tolerates, not by a values statement. This course works on both levers. Delegates examine the everyday behaviours that set the tone, the systems that reinforce or contradict stated values, and the specific problem of tolerated behaviour from high performers, which does more to define a culture than any policy. The programme covers diagnosing the current culture honestly, identifying the small number of changes that would matter most, and sustaining a change past the point where attention moves elsewhere.

## What you will learn

- Diagnose the current culture from behaviour rather than stated values
- Identify the systems that reinforce or contradict what is claimed
- Address tolerated behaviour, including from high performers
- Select the small number of changes that would matter most
- Model the behaviour you are asking others to adopt
- Sustain a culture change past the initial attention
- Measure cultural change in something other than sentiment

## Who should attend

- Managers and senior leaders
- Human resources and organisational development professionals
- Team leaders and supervisors
- Internal communications professionals
- Executives accountable for culture

## Course outline

- 01 What actually creates culture
- 02 Diagnosing the current state honestly
- 03 Systems that reinforce or contradict stated values
- 04 Tolerated behaviour and the high performer problem
- 05 Choosing the few changes that matter
- 06 Leader behaviour and the modelling requirement
- 07 Sustaining change past the initial attention
- 08 Measuring beyond sentiment

## Upcoming dates

| Dates                         | Venue                 | Format    | Fee per delegate |
|-------------------------------|-----------------------|-----------|------------------|
| 6 to 8 September 2026         | Port Louis, Mauritius | Classroom | R11,995          |
| 31 October to 2 November 2026 | Victoria, Seychelles  | Classroom | R11,995          |
| 31 October to 2 November 2026 | Lilongwe, Malawi      | 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](http://www.afrisciencegroup.com), email [info@afri-science.co.za](mailto:info@afri-science.co.za), or WhatsApp us on **+27 63 479 1136**.

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