



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Foundations of Effective Leadership

3 day course

Classroom, online or in-house

Course overview

A first leadership role removes the thing the person was good at and rewards them with responsibility for other people doing it, usually less well and differently. This course covers that transition. Delegates work through the shift from personal output to team output and letting go of work you could do faster yourself, setting direction so people know what good looks like, and delegation that transfers the outcome rather than the task list. Feedback both ways is practised. Motivation is covered without the myths, focusing on what a manager actually controls. Handling a first difficult conversation follows. Building trust with a team and with your own manager is addressed. The course closes on the leader's own workload, on the habit of being available without being consumed, and on where to get support.

What you will learn

- Shift from personal output to team output
- Let go of work you could do faster yourself
- Set direction so the team knows what good looks like
- Delegate the outcome rather than a task list
- Give and receive feedback
- Handle a first difficult conversation
- Manage your own workload and availability, and find support

Who should attend

- Newly appointed supervisors and team leaders
- Technical specialists transitioning into people management
- Junior managers preparing for their first leadership role
- Small business owners managing staff for the first time

Course outline

- 01 Rewarded with responsibility for others doing your old job
- 02 Personal output to team output
- 03 Letting go of work you do faster
- 04 Setting direction and defining good
- 05 Delegating outcomes
- 06 Feedback in both directions
- 07 Motivation and what a manager controls
- 08 Difficult conversations, workload and support

Upcoming dates

Dates	Venue	Format	Fee per delegate
23 to 25 September 2026	Dar es Salaam, Tanzania	Classroom	USD 995
21 to 23 October 2026	Online	Online	R6,500
26 to 28 October 2026	Lagos, Nigeria	Classroom	USD 995
18 to 20 November 2026	Johannesburg, South Africa	Classroom	R14,950



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**.

AfriScience Group | +27 61 536 6531 | info@afriscience.co.za | Pretoria, Gauteng, South Africa