



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Leading Enterprise Wide Change Initiatives

3 day course

Classroom, online or in-house

Course overview

Change at the scale of a whole organisation fails differently from a departmental project: the sponsor is too distant to see resistance, the programme becomes its own institution, and the business still has to run while being rebuilt. This course addresses that scale. Delegates work through the case for change and stating honestly what will be worse before it is better, governance and the decision rights that stop a programme stalling between functions, and sequencing across an organisation that cannot absorb everything at once. Middle management is treated as the layer where enterprise change actually succeeds or dies. Benefit tracking and the discipline of stopping a workstream are covered. Culture and the behaviours that must change follow. The course closes on change fatigue and on transition into normal operation.

What you will learn

- Make a case for change that states what will get worse first
- Set governance and decision rights that prevent stalling
- Sequence change against what the organisation can absorb
- Engage middle management as the decisive layer
- Track benefits and stop a workstream that is not delivering
- Change the behaviours the new operating model requires
- Manage change fatigue and hand over into normal operation

Who should attend

- Chief executives and transformation directors
- Programme sponsors of mergers, restructuring or digital transformation
- Group HR and organisational development directors
- Senior executives leading multi country transformation

Course outline

- 01 Why enterprise change fails differently
- 02 The case for change and honest costs
- 03 Governance and decision rights
- 04 Sequencing and absorptive capacity
- 05 Middle management as the decisive layer
- 06 Benefit tracking and stopping workstreams
- 07 Culture and required behaviours
- 08 Change fatigue and transition to operations

Upcoming dates

Dates	Venue	Format	Fee per delegate
21 to 23 October 2026	Accra, Ghana	Classroom	USD 995
9 to 11 November 2026	Windhoek, Namibia	Classroom	R14,950
28 to 30 December 2026	Johannesburg, South Africa	Classroom	R14,950
3 to 5 March 2027	Online	Online	R6,500



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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