



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Managing Organisational Change and Transformation

3 day course

Classroom, online or in-house

Course overview

Change programmes are announced, resourced and then judged on whether the new structure or system went live, which is a milestone rather than an outcome, since people can be reorganised and still work the old way. This course covers change that actually takes. Delegates work through diagnosing the current state honestly, including the practices that will resist replacement, selecting and applying a recognised change model rather than improvising, and building a change plan covering sponsorship, communication, capability and reinforcement. Resistance is treated as information about the design rather than as an obstacle. Adoption measurement and the point at which a change is genuinely embedded are covered. The course closes on sustaining change after the project team has moved on.

What you will learn

- Diagnose the current state including the practices that will resist replacement
- Select and apply a recognised change model to a real initiative
- Build a change plan covering sponsorship, communication and capability
- Secure active sponsorship rather than nominal endorsement
- Treat resistance as information about the design
- Measure adoption and judge when a change is genuinely embedded
- Sustain the change after the project team disbands

Who should attend

- Change managers and project managers
- HR and organisational development practitioners
- Line managers implementing change within their teams
- IT and operations leads rolling out new systems or processes

Course outline

- 01 Going live against actually changing
- 02 Diagnosing the current state
- 03 Change models and when each helps
- 04 Sponsorship that is active rather than nominal
- 05 Communication and capability building
- 06 Resistance as design information
- 07 Adoption measurement and embedding
- 08 Reinforcement and sustaining after handover

Upcoming dates

Dates	Venue	Format	Fee per delegate
30 September to 2 October 2026	Gaborone, Botswana	Classroom	R14,950
20 to 22 January 2027	Online	Online	R6,500
8 to 10 February 2027	Maseru, Lesotho	Classroom	R14,950
15 to 17 March 2027	Maputo, Mozambique	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**.

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