



HUMAN RESOURCES TRAINING

Senior HR Business Partner: Catalyst for Cultural Change

5 day course

Classroom, online or in-house

Course overview

A senior business partner is expected to influence decisions they do not own, in rooms where they have no formal authority, about a culture nobody will admit is a problem. This course develops that capability. Delegates work on diagnosing organisational culture through what actually happens rather than what the values poster says, on building the credibility that earns a seat in strategic conversations, and on the practical mechanics of changing behaviour at scale through the systems that reinforce it. The programme also covers contracting with senior stakeholders, challenging an executive without losing the relationship, and knowing which cultural problems are genuinely solvable by the human resources function.

What you will learn

- Diagnose organisational culture from behaviour, systems and decisions rather than stated values
- Contract clearly with senior stakeholders about the role you are playing
- Build credibility and influence without formal authority
- Identify the systems that reinforce current behaviour and the levers that change it
- Challenge an executive constructively and keep the relationship intact
- Sequence a culture intervention so early work builds the mandate for later work
- Recognise which cultural problems the human resources function cannot solve alone

Who should attend

- Senior human resources business partners and human resources managers
- Heads of human resources and organisational development leads
- Internal consultants and change practitioners
- Experienced business partners preparing for a wider remit

Course outline

- 01 What culture is in practice: behaviour, systems, decisions and what gets tolerated
- 02 Diagnosing the current state without relying on an engagement survey alone
- 03 Contracting with a stakeholder: the conversation that prevents most later problems
- 04 Credibility, influence and the difference between being liked and being listened to
- 05 The systems that reinforce culture: reward, promotion, performance and hiring
- 06 Challenging power constructively, and choosing which battle to have
- 07 Sequencing an intervention to build mandate as it goes
- 08 Measuring cultural change in something other than sentiment

Upcoming dates

Dates	Venue	Format	Fee per delegate
12 to 16 September 2026	Victoria Falls, Zimbabwe	Classroom	R11,995
16 to 20 September 2026	Durban, South Africa	Classroom	R11,995
13 to 17 October 2026	Gaborone, Botswana	Classroom	R11,995
1 to 5 November 2026	Johannesburg, South Africa	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, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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