



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
25 to 27 November 2026	Maseru, Lesotho	Classroom	R14,950
8 to 10 February 2027	Online	Online	R6,500
15 to 17 February 2027	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