



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Human Centred Leadership: Health and Sustainable Performance

5 day course

Classroom, online or in-house

Course overview

A senior programme on leading in a way that produces performance without extracting it from people. Delegates examine the organisational choices that determine workload and pressure, the leadership behaviours that either buffer or amplify them, and the measurement problem of an organisation that tracks output closely and human cost not at all. The course covers the accountability question directly: wellbeing initiatives placed alongside unchanged demands are widely recognised by employees as a substitute for addressing the cause. Delegates work on the decisions within their own authority and on making the case for those outside it.

What you will learn

- Identify the organisational choices that determine workload and pressure
- Recognise the leadership behaviours that buffer or amplify pressure
- Measure human cost alongside output
- Assess whether a wellbeing initiative addresses a cause or substitutes for it
- Act on the decisions within your own authority
- Build the case for changes outside your authority
- Sustain performance without depleting the people producing it

Who should attend

- Senior leaders and executives
- Heads of function and operations directors
- Human resources directors and wellbeing leads
- Organisational development professionals
- Board members with a people remit

Course outline

- 01 The organisational choices behind workload and pressure
- 02 Leadership behaviour as buffer or amplifier
- 03 Measuring human cost alongside output
- 04 Wellbeing initiatives and the substitution problem
- 05 Decisions within your own authority
- 06 Making the case for changes beyond it
- 07 Performance that does not deplete the people producing it
- 08 Holding the position when results are under pressure

Upcoming dates

Dates	Venue	Format	Fee per delegate
26 to 30 October 2026	Dar es Salaam, Tanzania	Classroom	USD 1,325
23 to 27 November 2026	Cape Town, South Africa	Classroom	R19,950
7 to 11 December 2026	Kigali, Rwanda	Classroom	USD 1,325
1 to 5 February 2027	Lusaka, Zambia	Classroom	USD 1,325



Fees and how to register

This 5 day course is **R8,500** per delegate online, **R19,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 1,325** 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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