



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Manager Development Programme

5 day course

Classroom, online or in-house

Course overview

Most managers are promoted for being good at the work and then left to discover that managing is a different job. This programme covers that transition properly. Delegates work through setting direction and expectations, delegation that develops rather than dumps, giving feedback that changes behaviour, and running the performance conversations managers most often avoid. The operational half covers planning, prioritising across competing demands, managing a budget and reporting upward credibly. Delegates work on live situations from their own teams throughout, and leave with a development plan for themselves rather than a folder of models.

What you will learn

- Set direction and expectations a team can actually work to
- Delegate in a way that develops capability rather than offloading tasks
- Give feedback that changes behaviour and receive it without defensiveness
- Run performance conversations, including the difficult ones
- Plan and prioritise across competing operational demands
- Manage a budget and report performance upward credibly
- Build a personal development plan and keep using it

Who should attend

- Newly appointed managers and supervisors
- Technical specialists who now manage people
- Team leaders preparing for a wider role
- Experienced managers who have never had formal development
- Human resources staff supporting management development

Course outline

- 01 The transition from doing the work to managing it
- 02 Setting direction, expectations and standards
- 03 Delegation that develops
- 04 Feedback in both directions
- 05 Performance conversations, including the avoided ones
- 06 Planning and prioritising competing demands
- 07 Budgets and reporting upward
- 08 Building and using a personal development plan

Upcoming dates

Dates	Venue	Format	Fee per delegate
14 to 18 December 2026	Pretoria, South Africa	Classroom	R19,950
11 to 15 January 2027	Windhoek, Namibia	Classroom	R19,950
22 to 26 March 2027	Online	Online	R8,500

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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