



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

Tel: +27 12 004 8389 · Mobile: +27 65 077 6310

Email: apply@aaticd.co.za · Website: www.aaticd.co.za

COURSE BROCHURE

Strategic Management For Overcoming Organisational Resistance Training

Law, Military Science and Security / Sovereignty of the State

Unit Standard 117378 · NQF Level 6 · 8 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with strategic frameworks and practical tools to identify, analyze, and overcome resistance to organizational change. Participants will develop skills to diagnose sources of resistance, design inclusive change strategies, and foster a culture of adaptability, thereby enhancing organizational effectiveness and sustainability.

Category	Law, Military Science and Security
Subfield	Sovereignty of the State
Unit Standard	117378
Accreditation	SAQA Accredited · NQF Level 6 · 8 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyze the root causes and manifestations of organizational resistance to change.
- Apply strategic management models to design interventions that minimize resistance.
- Evaluate the impact of organizational culture and power dynamics on change initiatives.
- Implement communication and stakeholder engagement strategies to build buy-in.
- Demonstrate leadership behaviors that foster trust and resilience during transitions.
- Design a comprehensive change management plan that addresses resistance proactively.

WHO SHOULD ATTEND

- This training is designed for managers, team leaders, project managers, and change agents who are responsible for implementing strategic initiatives and need to navigate organizational resistance effectively.

COURSE OUTLINE

Day 1: Foundations of Strategic Management and Organisational Resistance

- Introduction to strategic management concepts
- Overview of organisational resistance: definitions, sources, and types
- The strategic importance of addressing resistance
- Case studies illustrating resistance in South African organisations
- Group discussion: personal experiences with resistance

Day 2: Diagnosing and Analysing Resistance

- Diagnostic frameworks for resistance (e.g., Kotter's 8 steps, Lewin's force field analysis)
- Root cause analysis techniques
- Stakeholder mapping and resistance assessment
- Practical exercise: analysing a case study of organisational resistance
- Feedback and reflection

Day 3: Strategic Approaches to Overcoming Resistance

- Strategies for overcoming resistance: communication, participation, facilitation, negotiation, and coercion
- Change management models (e.g., ADKAR, Kotter's 8-step)
- Building buy-in and addressing emotional responses
- Role-play: handling resistance in a simulated meeting
- Group activity: developing a resistance mitigation plan

Day 4: Integrating Strategic Management with Resistance Mitigation

- Aligning strategy and change management
- Developing a strategic plan with built-in resistance management
- Key performance indicators for resistance and change
- Systems thinking and feedback loops
- Workshop: creating an integrated strategy-resistance plan

Day 5: Implementation, Evaluation, and Continuous Improvement

- Implementation planning and execution
- Monitoring, evaluation, and adaptation
- Continuous improvement and learning from resistance
- Final presentation: strategic management plan with resistance mitigation
- Peer feedback and course wrap-up

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **8 NQF credits** at **NQF Level 6**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 25,300.00	R 25,300.00
1	In-House	R 32,900.00	R 32,900.00
1	On-Campus (Pretoria)	R 38,000.00	R 38,000.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
10 Aug 2026	14 Aug 2026	On-Campus	Abu Dhabi, UAE
10 Aug 2026	14 Aug 2026	On-Campus	Pretoria, South Africa
10 Aug 2026	14 Aug 2026	On-Campus	Dubai, UAE
10 Aug 2026	14 Aug 2026	On-Campus	Cape Town, South Africa
10 Aug 2026	14 Aug 2026	On-Campus	Mauritius
17 Aug 2026	21 Aug 2026	On-Campus	Dubai, UAE
17 Aug 2026	21 Aug 2026	On-Campus	Pretoria, South Africa

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

- 1. Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 117378) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
- 2. Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
- 3. Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
- 4. Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza, 1122 Burnett St, Hatfield 0028, Pretoria, Gauteng, South Africa
Tel: +27 12 004 8389 · WhatsApp: +27 65 077 6310 · apply@aaticd.co.za · www.aaticd.co.za