



Accredited Africa Training Institute for Capacity Development

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

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COURSE BROCHURE

Strategic Public Sector Change Leadership

Business, Commerce and Management Studies / Public Administration

Unit Standard 242908 · NQF Level 7 · 12 Credits · 9 Days

COURSE OVERVIEW

This course equips public sector leaders with the strategic skills to initiate, lead, and sustain change initiatives within government and public service environments. Participants will learn to navigate complex political and organisational dynamics, foster a culture of adaptability, and drive transformation aligned with legislative and policy frameworks.

Category	Business, Commerce and Management Studies
Subfield	Public Administration
Unit Standard	242908
Accreditation	SAQA Accredited · NQF Level 7 · 12 Credits
Duration	9 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyse the contextual factors influencing public sector change, including legislative, political, and socio-economic dynamics.
- Develop a strategic change management plan that aligns with organisational vision and Batho Pele principles.
- Apply change leadership theories and models to real-world public sector scenarios.
- Evaluate the impact of change initiatives using appropriate monitoring and evaluation frameworks.
- Demonstrate effective stakeholder engagement and communication strategies to build buy-in for change.
- Design interventions to address resistance and sustain momentum during change implementation.

WHO SHOULD ATTEND

- Senior and middle managers, directors, and change champions in the South African public sector who are responsible for leading organisational change and transformation initiatives.

COURSE OUTLINE

Day 1: Foundations of Public Sector Leadership

- Overview of public sector environment in South Africa
- Strategic change leadership vs. traditional management
- Core competencies for change leaders
- Ethical leadership and Batho Pele principles
- Introduction to relevant legislation (PFMA, Public Service Act)

Day 2: Understanding Organisational Change

- Change management theories (Lewin, Kotter)
- Types of change: incremental vs. transformational
- Drivers of change: policy, technology, citizen expectations
- Common barriers: bureaucracy, resistance, resource constraints
- Case study: Change failure in a public entity

Day 3: Strategic Planning for Change

- Vision, mission, and strategic objectives
- Tools: PESTLE, SWOT, Balanced Scorecard
- Alignment with National Development Plan and departmental mandates
- Developing a change roadmap with milestones
- Stakeholder analysis and engagement planning

Day 4: Leading People Through Change

- Change curve and emotional responses
- Building change readiness: ADKAR model
- Communication strategies for change
- Techniques to manage resistance
- Building resilience and supporting staff

Day 5: Governance, Risk, and Compliance in Change

- Corporate governance in the public sector (King IV)
- Risk assessment for change projects
- Compliance with PFMA, PPPFA, and other regulations
- Internal controls during change
- Audit and accountability mechanisms

Day 6: Performance Management and Measurement

- Key performance indicators for change
- Monitoring and evaluation frameworks
- Data collection and analysis for change
- Reporting change outcomes to stakeholders
- Case study: Service delivery improvement through change

Day 7: Innovation and Continuous Improvement

- Innovation in public sector: challenges and opportunities
- Continuous improvement: Lean, Kaizen
- Digital transformation and e-governance
- Design thinking for public services

- Creating a learning organisation

Day 8: Change Leadership in Practice – Case Studies

- Case study 1: Successful change in a provincial department
- Case study 2: Failed change initiative and lessons learned
- Group analysis and presentation
- Role-play: Leading a change team
- Peer feedback and reflection

Day 9: Integration and Action Planning

- Review of key concepts and tools
- Developing a personal change leadership action plan
- Presenting change initiative proposals
- Peer review and constructive feedback
- Resources for continuous learning

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 **12 NQF credits** at **NQF Level 7**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 28,100.00	R 28,100.00
1	In-House	R 36,500.00	R 36,500.00
1	On-Campus (Pretoria)	R 42,100.00	R 42,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
21 Aug 2026	02 Sep 2026	On-Campus	Shenzhen, China
24 Aug 2026	03 Sep 2026	On-Campus	Bangkok, Thailand
25 Aug 2026	04 Sep 2026	On-Campus	Victoria Falls, Zimbabwe
25 Aug 2026	04 Sep 2026	On-Campus	Abu Dhabi, UAE
26 Aug 2026	07 Sep 2026	On-Campus	Durban, South Africa
27 Aug 2026	08 Sep 2026	On-Campus	Shenzhen, China
28 Aug 2026	09 Sep 2026	On-Campus	Harare, Zimbabwe
31 Aug 2026	10 Sep 2026	On-Campus	Victoria Falls, Zimbabwe

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 242908) 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.

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