



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 Leadership in the Public Sector

Business, Commerce and Management Studies / Public Administration

Unit Standard 243116 · NQF Level 6 · 10 Credits · 7 Days

COURSE OVERVIEW

This course equips public sector managers with the skills to promote and uphold strategic leadership aligned with the vision, values, objectives, and priorities of their organisations. Participants will learn to embed ethical governance, foster stakeholder engagement, and drive performance improvement within a public sector context. The programme ensures leaders can navigate complex policy environments while maintaining accountability and service excellence.

Category	Business, Commerce and Management Studies
Subfield	Public Administration
Unit Standard	243116
Accreditation	SAQA Accredited · NQF Level 6 · 10 Credits
Duration	7 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply strategic leadership principles to align team and organisational activities with the public sector vision and values.
- Analyze the impact of constitutional and legislative frameworks on leadership decisions and organisational priorities.
- Evaluate stakeholder expectations and integrate them into strategic planning and implementation processes.
- Design systems to promote ethical conduct, transparency, and accountability within the public sector.
- Implement performance management strategies that drive achievement of strategic objectives and priorities.
- Demonstrate the ability to lead change and innovation while upholding public sector governance standards.

WHO SHOULD ATTEND

- Senior and middle managers in the South African public sector, including government departments, municipalities, and state-owned entities, who are responsible for strategic planning and leadership.

COURSE OUTLINE

Day 1: Foundations of Strategic Leadership in the Public Sector

- Introduction to strategic leadership concepts
- The public sector environment and its unique challenges
- Ethical leadership and Batho Pele principles
- Overview of legislative frameworks (e.g., PFMA, Public Service Act)
- Leadership vs. management: roles and responsibilities
- Case study: Successful public sector leaders
- Group discussion: Expectations of leadership in your organisation

Day 2: Strategic Thinking and Environmental Scanning

- Strategic thinking vs. strategic planning
- Environmental scanning: PESTLE analysis
- Stakeholder mapping and engagement strategies
- SWOT analysis in the public sector
- Scenario planning for uncertainty
- Practical exercise: Conduct a mini-environmental scan
- Group feedback and discussion

Day 3: Strategic Planning and Alignment

- The strategic planning process
- Crafting vision and mission statements
- Setting SMART strategic objectives
- Aligning with national and provincial plans
- Resource allocation and budgeting
- Performance indicators and targets
- Workshop: Draft a strategic plan for a public entity

Day 4: Leading Change and Innovation

- Theories of change management (Kotter, ADKAR)
- Innovation in the public sector: barriers and enablers
- Leading transformational change
- Communication strategies for change
- Case study: Successful change initiatives in government
- Role-play: Handling resistance to change
- Group reflection on personal change experiences

Day 5: Building High-Performance Teams and Collaboration

- Characteristics of high-performance teams
- Team dynamics and stages of development (Tuckman)
- Cross-functional collaboration and partnerships
- Conflict resolution and negotiation skills
- Empowering and delegating effectively
- Team-building exercise: Problem-solving challenge
- Peer coaching session

Day 6: Performance Management and Accountability

- Performance management frameworks (e.g., PMDS)
- Setting performance agreements and scorecards
- Monitoring and evaluation techniques
- Accountability and oversight bodies (e.g., AGSA, SCOPA)
- Data-driven decision making
- Practical: Design a performance dashboard
- Group presentation and critique

Day 7: Integration, Ethics, and Future Trends

- Ethical decision-making frameworks
- Whistleblowing and protecting ethical culture
- Future trends: digital transformation, 4IR, and citizen-centric services
- Developing a personal leadership development plan
- Peer review and feedback on action plans
- Course evaluation and reflection
- Closing ceremony and certification

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 **10 NQF credits** at **NQF Level 6**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 22,800.00	R 22,800.00
1	In-House	R 29,600.00	R 29,600.00
1	On-Campus (Pretoria)	R 34,100.00	R 34,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
21 Aug 2026	31 Aug 2026	On-Campus	Shenzhen, China
24 Aug 2026	01 Sep 2026	On-Campus	Bangkok, Thailand
25 Aug 2026	02 Sep 2026	On-Campus	Victoria Falls, Zimbabwe
25 Aug 2026	02 Sep 2026	On-Campus	Abu Dhabi, UAE
26 Aug 2026	03 Sep 2026	On-Campus	Durban, South Africa
27 Aug 2026	04 Sep 2026	On-Campus	Shenzhen, China
28 Aug 2026	07 Sep 2026	On-Campus	Harare, Zimbabwe
31 Aug 2026	08 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 243116) 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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