



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

Group Dynamics for Independent and Sustainable Teams

Agriculture and Nature Conservation / Primary Agriculture

Unit Standard 252469 · NQF Level 5 · 8 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with the principles of group dynamics to guide a team towards independence and long-term sustainability. Participants will develop skills to foster collaboration, manage group processes, and empower teams to function autonomously. By understanding group behaviour and development stages, learners can facilitate positive group outcomes and reduce dependency on external leadership.

Category	Agriculture and Nature Conservation
Subfield	Primary Agriculture
Unit Standard	252469
Accreditation	SAQA Accredited · NQF Level 5 · 8 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply group dynamic principles to assess and support group development stages.
- Analyze group roles, norms, and communication patterns to enhance team effectiveness.
- Evaluate factors that influence group cohesion and conflict, and implement strategies to manage them.
- Design interventions that promote group independence and sustainable functioning.
- Demonstrate facilitation techniques that encourage participatory decision-making and shared responsibility.
- Implement processes to monitor group progress and adjust strategies for continued autonomy.

WHO SHOULD ATTEND

- This course is designed for team leaders, supervisors, and managers who are responsible for guiding groups towards self-sufficiency.
- It is also suitable for facilitators and coaches working with teams in corporate, community, or project settings.

COURSE OUTLINE

Day 1: Foundations of Group Dynamics

- Introduction to group dynamics
- Tuckman's stages: forming, storming, norming, performing, adjourning
- Types of groups: formal, informal, primary, secondary
- Communication patterns and their impact on group cohesion
- Individual roles within groups (task, maintenance, self-centered)

Day 2: Building Independent Teams

- Characteristics of independent teams
- Empowering team members: delegation and trust
- Decision-making models: consensus, majority, authority rule
- Leadership styles for autonomous teams (servant, transformational)
- Balancing independence with organisational goals

Day 3: Sustainability in Team Dynamics

- Elements of sustainable teams: resilience, adaptability, shared values
- Conflict resolution techniques: interest-based, negotiation, mediation
- Giving and receiving constructive feedback
- Preventing groupthink and promoting diversity of thought
- Creating a culture of continuous learning

Day 4: Practical Application of Group Dynamics

- Facilitation skills for team meetings
- Team assessment tools: sociograms, team effectiveness surveys
- Action planning for team development
- Case studies: successful independent and sustainable teams
- Role-play: handling common team challenges

Day 5: Integration and Future Planning

- Review of key concepts and models
- Personal action planning for applying group dynamics
- Building a supportive network for ongoing development
- Presenting team improvement proposals
- Course evaluation 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 **8 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

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 252469) 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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