



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

Facilitate Group Problem Solving and Objective Achievement

Agriculture and Nature Conservation / Primary Agriculture

Unit Standard 252477 · NQF Level 5 · 10 Credits · 7 Days

COURSE OVERVIEW

This course equips learners with the skills to facilitate group processes aimed at achieving specific objectives or solving complex problems. Participants will learn to guide diverse groups through structured decision-making and collaborative problem-solving techniques, ensuring productive outcomes and enhanced team cohesion.

Category	Agriculture and Nature Conservation
Subfield	Primary Agriculture
Unit Standard	252477
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	7 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Demonstrate the ability to plan and prepare for a group facilitation session to achieve a stated objective or solve a problem.
- Apply appropriate facilitation techniques to guide group interaction and maintain focus on the objective.
- Analyse group dynamics and adapt facilitation style to enhance participation and manage conflict.
- Evaluate the effectiveness of the group process in achieving the stated objective or solving the problem.
- Implement strategies to ensure group decisions are documented and actioned appropriately.
- Reflect on personal facilitation practice and identify areas for improvement.

WHO SHOULD ATTEND

- Team leaders, supervisors, managers, and professionals who are responsible for facilitating group discussions, meetings, or workshops to achieve defined goals or resolve challenges within their organisation.

COURSE OUTLINE

Day 1: Introduction to Group Problem Solving and Objective Achievement

- Overview of Unit Standard 252477
- Key concepts: group problem solving, objective achievement, facilitation
- The facilitator's role: guide, encourager, mediator
- Stages of group development (forming, storming, norming, performing, adjourning)
- Benefits of structured problem-solving processes
- Introduction to the problem-solving cycle

Day 2: Understanding Group Dynamics and Communication

- Group dynamics: norms, roles, cohesion, conflict
- Communication models and active listening
- Non-verbal communication and its influence
- Overcoming communication barriers
- Encouraging participation and managing dominant voices
- Cultural sensitivity and diversity in groups

Day 3: Problem Identification and Analysis Techniques

- Problem identification: framing the issue
- Root cause analysis: 5 Whys, fishbone diagram
- Data gathering techniques: brainstorming, interviews, surveys
- Problem statement formulation
- Prioritising problems based on impact and urgency
- Tools for information organisation (mind maps, affinity diagrams)

Day 4: Creative and Analytical Problem-Solving Methods

- Creative techniques: brainstorming, SCAMPER, lateral thinking
- Analytical tools: SWOT analysis, decision matrices, cost-benefit analysis
- Decision-making models: majority vote, consensus, multi-voting
- Facilitating productive discussions during evaluation
- Risk assessment of proposed solutions
- Selecting and refining the preferred solution

Day 5: Planning for Objective Achievement

- SMART objectives: Specific, Measurable, Achievable, Relevant, Time-bound
- Action planning: tasks, milestones, deadlines
- Resource identification: human, financial, material
- Risk mitigation strategies
- Monitoring and evaluation framework
- Communication plan for stakeholders

Day 6: Facilitation Skills and Managing Group Challenges

- Facilitation techniques: questioning, paraphrasing, summarising
- Managing conflict: interest-based negotiation, mediation
- Dealing with difficult behaviours (e.g., off-topic, negativity)
- Maintaining energy and engagement
- Time management during sessions

- Ethical considerations and confidentiality

Day 7: Integration, Assessment, and Reflection

- Review of the complete problem-solving and objective-achievement process
- Simulated facilitation exercise (group problem-solving scenario)
- Peer and trainer feedback
- Self-assessment and reflection
- Portfolio of evidence requirements
- Action plan for ongoing development

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 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 29,600.00	R 29,600.00
1	In-House	R 38,500.00	R 38,500.00
1	On-Campus (Pretoria)	R 44,400.00	R 44,400.00

UPCOMING SESSIONS

Start	End	Method	Venue
31 Jul 2026	10 Aug 2026	On-Campus	Lagos, Nigeria
03 Aug 2026	11 Aug 2026	On-Campus	Mauritius
04 Aug 2026	12 Aug 2026	On-Campus	Cape Town, South Africa
05 Aug 2026	13 Aug 2026	On-Campus	Dubai, UAE
06 Aug 2026	14 Aug 2026	On-Campus	Pretoria, South Africa
06 Aug 2026	14 Aug 2026	On-Campus	Lagos, Nigeria
07 Aug 2026	17 Aug 2026	On-Campus	Johannesburg, South Africa
10 Aug 2026	18 Aug 2026	On-Campus	Cape Town, 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 252477) 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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