



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

Adaptive Leadership

Custom Courses / Leadership and Management

Unit Standard AATICD-0075 · NQF Level 5 · 10 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with the skills to lead effectively in complex and changing environments. It focuses on adaptive leadership strategies that enable individuals to navigate uncertainty, drive innovation, and foster resilience within their teams and organisations.

Category	Custom Courses
Subfield	Leadership and Management
Unit Standard	AATICD-0075
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply adaptive leadership principles to navigate complex organisational challenges.
- Analyse the impact of environmental changes on leadership approaches and decision-making.
- Evaluate different leadership styles and adapt them to suit changing contexts.
- Design strategies to foster resilience and innovation within teams.
- Implement communication techniques that build trust and alignment during periods of change.
- Demonstrate the ability to lead diverse teams through uncertainty and transformation.

WHO SHOULD ATTEND

- This course is designed for managers, team leaders, and aspiring leaders who need to lead change and adapt to dynamic business environments in South African organisations.

COURSE OUTLINE

Day 1: Foundations of Adaptive Leadership

- What is adaptive leadership? Key concepts and definitions
- Technical vs. adaptive challenges
- The four core principles: getting on the balcony, identifying the adaptive challenge, regulating distress, maintaining disciplined attention
- The adaptive leadership framework
- Case studies of adaptive leadership in South African contexts

Day 2: Diagnosing the System and Identifying Adaptive Challenges

- Systems thinking for adaptive leaders
- Diagnostic tools: stakeholder mapping, force field analysis, root cause analysis
- Identifying adaptive challenges in the workplace
- Understanding resistance and its sources
- Practical exercise: diagnosing a case organisation

Day 3: Leading Through Change and Mobilising the System

- The change curve and adaptive change
- Regulating distress: creating a holding environment
- Communication strategies for adaptive challenges
- Building and sustaining coalitions
- Giving and receiving feedback during change
- Role-play: mobilising a resistant team

Day 4: Personal Resilience and Self-Management for Adaptive Leaders

- The adaptive leader's inner work: self-awareness and reflection
- Identifying personal triggers and patterns
- Building resilience: stress management, mindfulness, and support networks
- Balancing advocacy and inquiry
- Creating a personal development plan for adaptive leadership

Day 5: Integrating Adaptive Leadership into Practice

- Review of key concepts and tools
- Group project: designing an adaptive intervention for a real or simulated challenge
- Peer coaching and feedback
- Action planning: integrating adaptive leadership into daily work
- Course wrap-up and evaluation

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 17,700.00	R 17,700.00
1	In-House	R 23,100.00	R 23,100.00
1	On-Campus (Pretoria)	R 26,700.00	R 26,700.00

UPCOMING SESSIONS

Start	End	Method	Venue
24 Aug 2026	28 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
24 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
31 Aug 2026	04 Sep 2026	On-Campus	Lusaka, Zambia
31 Aug 2026	04 Sep 2026	On-Campus	London, UK
07 Sep 2026	11 Sep 2026	On-Campus	Mauritius
07 Sep 2026	11 Sep 2026	On-Campus	Pretoria, South Africa
07 Sep 2026	11 Sep 2026	On-Campus	Abu Dhabi, UAE
07 Sep 2026	11 Sep 2026	On-Campus	Harare, 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 AATICD-0075) 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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