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
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COURSE BROCHURE

Management of Change

Custom Courses / Energy, Oil and Gas

Unit Standard AATICD-0406 · NQF Level 5 · 4 Credits · 2 Days

COURSE OVERVIEW

This course equips managers and team leaders with the knowledge and skills to effectively manage organisational change. Participants will learn to apply change management principles, communicate change effectively, and support their teams through transitions, ensuring sustainable business outcomes.

Category	Custom Courses
Subfield	Energy, Oil and Gas
Unit Standard	AATICD-0406
Accreditation	SAQA Accredited · NQF Level 5 · 4 Credits
Duration	2 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS — verifiable online

LEARNING OUTCOMES

- Apply change management theories and models to real-world organisational scenarios.
- Analyze the impact of change on individuals, teams, and the organisation as a whole.
- Evaluate different change management strategies and select appropriate approaches for specific situations.
- Design a comprehensive change management plan, including communication and stakeholder engagement strategies.
- Implement change initiatives effectively, monitoring progress and addressing resistance.
- Demonstrate leadership behaviours that foster a positive change culture and support employee well-being.

WHO SHOULD ATTEND

- This course is designed for managers, team leaders, project managers, and HR professionals who are responsible for leading or supporting change initiatives within their organisations.

COURSE OUTLINE

Day 1: **Foundations of Change Management**

- Introduction to change management: definitions and importance
- Types of change: developmental, transitional, transformational
- The change curve and emotional responses to change
- Common reasons for resistance and how to mitigate
- Change management models: Kotter's 8-step, ADKAR, Lewin's 3-stage
- Leadership styles and their impact on change
- Communication strategies for effective change
- Assessing change readiness

Day 2: **Implementing and Sustaining Change**

- Creating a change management plan: scope, timeline, resources
- Stakeholder analysis and engagement techniques
- Managing resistance: coaching, negotiation, and support
- Communication planning and feedback loops
- Monitoring and evaluating change: KPIs and metrics
- Sustaining change: reinforcement and institutionalisation
- Change and organisational culture
- Ethical considerations and sustainability in change

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 **4 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 11,900.00	**R 11,900.00**
1	In-House	R 16,100.00	**R 16,100.00**
1	On-Campus (Pretoria)	R 17,800.00	**R 17,800.00**

UPCOMING SESSIONS

Start	End	Method	Venue
01 Dec 2026	02 Dec 2026	On-Campus	Dubai, UAE
02 Dec 2026	03 Dec 2026	On-Campus	Victoria Falls, Zimbabwe
02 Dec 2026	03 Dec 2026	On-Campus	Cape Town, South Africa
03 Dec 2026	04 Dec 2026	On-Campus	Shenzhen, China
03 Dec 2026	04 Dec 2026	On-Campus	Lagos, Nigeria
09 Dec 2026	10 Dec 2026	On-Campus	Maseru, Lesotho
09 Dec 2026	10 Dec 2026	On-Campus	Kigali, Rwanda
09 Dec 2026	10 Dec 2026	On-Campus	Accra, Ghana

Contact us if no suitable date is listed — on-demand sessions can be arranged for groups.

HOW TO GET A QUOTATION OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard AATICD-0406) and click **Get A Quotation**. 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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