



— AFRICA[†] —

LEARNING CALENDAR 2023

Please contact our Head of Learning, Oliver Nathan on oliver@afriapeopleadvisory.com for more information or any queries!

[†]All of Africa, excluding Nigeria & West Africa.

OUR PUBLIC WORKSHOPS FOR INDIVIDUALS AND/OR ORGANISATIONS 2023 - AFRICA*

HR WORKSHOPS*								
	Description of what you will learn	Capabilities you will develop for yourself, and your organisation	Structure	Duration	Dates	Investment Per Person	Early Bird Price - Book 3 months in advance and save!	Call to Action
Fundamentals of HR Metrics and Analytics	This introductory workshop will effectively start you off on your HR metrics and workforce Analytics journey. You will learn how to prioritise impactful ways of working with people metrics and analytics. Thereafter, you will learn how to select the right metrics, collect the data to support these metrics, analyse the data, share your insights and tell a captivating story to make a substantial business impact using people data.	<ul style="list-style-type: none"> Use people data to make real business decisions that affect the bottom line Contribute strategic insights to HR and to Business using pre-existing people data Build sustainable and profitable business cases for people related decision-making. 	A synchronous, virtual workshop, run over two consecutive half days on Zoom.	8 Hours	12 - 13 April	USD 400	USD 380	Click here to Enroll/ Enquire
NEW! Fundamentals of HR Metrics & Analytics Online Self-Study Course	<p>You are about to embark on an exciting journey that takes your expertise as an HR practitioner to a whole new level. Your knowledge and insight into the world of HR Metrics and Analytics will be greatly enhanced as you discover how to select the right metrics, obtain the data and analyse it appropriately:</p> <ul style="list-style-type: none"> Establish the impact of your findings Present and tell a story with people and HR data Produce useful people insights and, Make impactful business decisions using people data. 	The course consists of seven modules with a brief Overview of the HR Metrics and Analytics Course to kick-start you on your journey.	An asynchronous, online, self-study course on our learning platform.	5 - 6 Hours	Access to the online course for 1 year	ZAR 750 ±USD 50		Click here to Enroll/ Enquire
Effective Reward and Remuneration	Learn valuable lessons on how to reward and remunerate effectively, to attain enhanced performance from your people, and superior value for money. This workshop covers benchmarking, job evaluation, grading and design, total reward and its evolution and understanding benefits and incentives.	<ul style="list-style-type: none"> Enhance employee performance through long and short term incentives Compensate equitably internally, and externally to market/industry benchmarks in a cost effective manner Perform cursory job evaluation and design. 	An online workshop, run over two consecutive half days on Zoom.	8 Hours	8 - 9 June	USD 400	USD 380	Click here to Enroll/ Enquire
NEW! Job Profiling Workshop	In this workshop, you will learn how to structure jobs and designate specific work activities to achieve either divisional or organisational objectives, or both. Furthermore, you will become able to understand the skills, knowledge competencies and accountabilities required for each specific job you are profiling. Lastly, you will learn how to evaluate preexisting jobs, and make the necessary alterations to align them to the organisation's strategic objectives.	<ul style="list-style-type: none"> Play the highly strategic role of profiling and evaluating jobs the organisation needs to be successful Articulate the importance of a well-defined job profiling process in your organisation Action job evaluation and develop the required job profiles. 	An online workshop, run over one half day on Zoom.	4 Hours	22 Aug	USD 250	USD 238	Click here to Enroll/ Enquire

Performance Management Coaching: Having Brave Performance Conversations	<p>In this workshop, you will be introduced to performance coaching. Performance coaching is the ongoing process of managing behaviour and performance. It is working with individuals and teams to help them meet or exceed performance expectations. You will learn to have brave, performance enhancing conversations with those who report in to you, and become able to manage upwards more effectively.</p>	<ul style="list-style-type: none"> • Become observant and listen actively • Give better feedback • Listen to responses, concerns, obstacles and coach • Suggest what to do differently or better • Review and Reward/Recognise employees. 	<p>A synchronous, virtual workshop, run over one half-day on Zoom.</p>	<p>4 Hours</p>	<p>12 Sep</p>	<p>USD 250</p>	<p>USD 238</p>	<p>Click here to Enroll/ Enquire</p>
Strategic HR Business Partnering	<p>Over the course of this workshop, we will examine the evolving roles of the HR Business Partner (HRBP) by breaking them down into core areas of the HRBP's work. You will benefit by developing and honing your strategic advisory capabilities to become a high-performing HRBP, in turn, making your contributions to business performance even more valuable.</p>	<ul style="list-style-type: none"> • Rejuvenate your internal consulting, advisory and partnering capabilities to add maximum value to line clients • Build your stakeholder management, leadership, business acumen and problem-solving capabilities to take your rightful place at business's table. 	<p>A face-to-face workshop run from our training facility in Dubai, United Arab Emirates. <i>(Fees exclude flights, accommodation and incidentals)</i></p>	<p>24 Hours</p>	<p>24 - 26 Oct</p>	<p>USD 1 100</p>	<p>USD 1 045</p>	<p>Click here to Enroll/ Enquire</p>

- **If you book 3 months in advance for a workshop, and pay now you will receive an early bird discount of 5% on the course fees.**
- **Reach out to us now to discuss how we can craft a learning journey for you.**

OUR IN-HOUSE WORKSHOPS EXCLUSIVELY FOR YOUR ORGANISATION 2023 - AFRICA*

HR ACADEMY INTERVENTIONS**							
	Capabilities you will develop for yourself, and your organisation	Format	Structure	Partnering	Return on Investment	Pricing	Next Steps
Human Resources Capability Academy	<p>Develop 'full-stack' HR leaders at all levels of your organisation by setting up a Human Resources Capability Academy with us. With our HR Academy solution, we will work with you to develop the Strategic Business Partnering (BP) capabilities of HR Professionals (generalists and specialists) to be fit for the New World of Work and drive your business into the future. Other important HR capabilities we focus on are: The development and usage of workforce analytics; how to set up employee experience; enabling top-notch performance management; growing your business acumen, talent acquisition & management and how to use agile organisational learning as a multiplier for competitive advantage.</p>	<p>We run the following Academy interventions at senior, intermediate and junior levels, for specialist and generalist HR people:</p> <ul style="list-style-type: none"> • Individual Skills and Leadership 360/180 Assessments • Online Learning • Mentorship and Coaching • Virtual Masterclasses • Workshops • Action Learning Projects (ALPs). 	<p>A blend of online self-study and virtual and/or face-to-face microlearning and longer engagements run over a period of 8 - 12 months</p>	<p>We will partner with you to understand your HR learning needs precisely and tailor the HR Academy Intervention to meet and exceed your expectations.</p>	<p>We demonstrate exceptional ROI by issuing 'pre-intervention', 'during' and 'post-Academy' surveys and producing a detailed learning impact reports for you.</p>	<p>Affordable, on quotation.</p>	<p>Please contact our Head of Learning, Oliver Nathan (oliver@afriapeopleadvisory.com) to discuss how we can meet your Academy needs.</p>

LEADERSHIP DEVELOPMENT INTERVENTIONS**

	Capabilities you will develop for yourself, and your organisation	Description of what you will learn	Structure	Partnering	Return on Investment	Pricing	Next Steps
Leadership Development Programmes for Junior, Middle and Senior Managers	These leadership development interventions, targeted at managers & leaders at all levels will help you to develop and enhance your leadership capabilities by imparting critical leadership capabilities. You will become a more effective as a leader as you learn to manage, communicate, motivate and inspire your people more effectively. Additionally, you will be equipped with enhanced decision-making skills that will improve the performance of your organisation.	<ul style="list-style-type: none"> • Build personal leadership effectiveness • Influence organisational leadership styles and culture • Enhance decision-making • Coach & mentor employees. 	A blend of online self-study and virtual and/or face-to-face microlearning and longer engagements run over a period of 6 - 12 weeks	We will partner with you to understand your HR learning needs precisely and tailor the HR Academy Intervention to meet and exceed your expectations.	We demonstrate exceptional ROI by issuing 'pre-intervention', 'during' and 'post-intervention' surveys and producing a detailed learning impact reports for you.	Affordable, on quotation.	Please contact our Head of Learning, Oliver Nathan (oliver@afriapeopleadvisory.com) to discuss how we can meet your Academy needs.
Strategic Woman in Leadership Programme (SWLP)	The Strategic Women in Leadership Programme assists women in management positions to better manage, lead and gain leverage in their organisations. The programme will help you to think strategically about the global business context and your career. Important elements of the programme include personal mastery, boardroom presentation, personal branding, negotiation and networking skills, political acumen, self esteem and leadership.	<ul style="list-style-type: none"> • Enhance strategic thinking • Develop and leverage personal leadership brand • Effectively navigate and negotiate organisational politics. 	A blend of online self-study and virtual and/or face-to-face microlearning and longer engagements run over a period of 2 - 4 weeks				

* We can run any public workshop that appears on our calendar for your organisation in-house, whether off the shelf or lightly tailored to your needs.

** The above Human Resources Capability Academy and Leadership Development Workshops are developed and run exclusively as in-house for your organisation. They are not available as public workshops.

**We can develop a fully customised learning solution for you, built from the ground up.
Please enquire with our Head of Learning (oliver@afriapeopleadvisory.com).**