

Senior HRBP: Catalyst for Cultural Change



Who Should Attend?

Senior HR business partners, HR leaders, and executives responsible for culture, change, and strategic HR initiatives.



DATE : 4 -5 June 2026

VENUE : InterContinental Mauritius Resort Balaclava Fort

COST : USD 650.00PP

REGISTER NOW

Switchboard: +27 (68 633 8497

Email: afriscience@afriscience.co.za

Attendance by two or more representatives of your organization will foster teamwork and enhance the program's impact

Program Overview

Do you want to elevate your HR business partner skills and become the catalyst for change your business craves? Through this interactive and engaging course, you will be able to boost your data analysis skills to provide data-driven solutions for your organization. You will learn how to expand your strategic vision, analyze data, handle disruptors and champion change in order to drive positive business results and foster a healthy organizational culture

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Play a vital role in your organization by learning how to think critically about the leading challenges HR faces today.
- Confidently assess and address the factors that drive a healthy work culture within your organization.
- Determine the root causes of an unhealthy and potentially toxic culture, and effectively design robust and responsive solutions.
- Catalyze alignment with leaders by incorporating people analytics and making a compelling business case for change.
- Adopt change management techniques and principles to create a culture that values innovation and a growth mindset.
- Anticipate HR disruptors and collaboratively brainstorm improvement opportunities with colleagues.

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Program Modules

- Module 1: Introduction
 - Welcome and introductions
 - Objectives review
 - Agenda
- Module 2: The Evolving HR Landscape
 - VUCA
 - HR effectiveness
 - Evolving priorities and means to get there
 - Business strategist to business catalyst
 - HR business partner visibility
- Module 3: Attributes of a Thriving Culture
 - Impact of employee and leadership values on organizational culture
 - Culture drivers
 - Defining culture
 - Activity: Personal values
 - Activity: Organizational values
 - Business leaders' metrics
 - Employee vs. employer factors
 - Toxic cultures
 - Activity: Thriving culture
 - Activity: Self-reflection culture
- Module 4: Catalyzing Alignment with People Analytics
 - Leveraging analytics to catalyze culture
 - Gain leadership commitment to a thriving culture
 - ♣ Frame business issues
 - ♣ Root cause analysis
 - ♣ Mindset
 - Gather and analyze relevant data to underpin solutions
 - ♣ Develop a hypothesis
 - ♣ Gather and analyze data
 - Analytics vs. metrics vs. KPIs and examples
 - Analytics maturity model and levels
 - Descriptive
 - Diagnostic
 - Predictive
 - Prescriptive
 - Techniques and application of the four levels
 - Combining, cleaning and coding data in order to draw conclusions
 - Build your case for cultural change
 - ♣ What, why and how stories
 - ♣ Plan your delivery
 - Change management frameworks
 - ♣ ADKAR Model
 - ♣ Kotter 8-Step
 - Immunity to change

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- Module 5: Masterfully Leading Change
 - Change management definition
 - Benefits of change management
 - Project management vs. change management
 - Change management frameworks
 - ♣ ADKAR Model
 - ♣ Kotter 8-Step
 - Immunity to change
 - Working through resistance
 - Activity: Change reflection
 - Psychological safety
 - Change management plan elements
- Module 6: Anticipating HR Disruptors
 - Disruption and innovation
 - External disrupters
 - Activity: External disrupters
 - Activity: Organizational pulse check
 - Activity: Catalyst for change
- Module 7: Conclusion
 - Objectives review
 - Final Q&A

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"We redefine education, inspiring lifelong growth through innovative learning solutions."





"Empowering Excellence: Afriscience Training Programs, Where Learning Extends Beyond Courses to Forge Lasting Partnerships."



REGISTRATION FORM

To register please complete the form so that we can process your registration,
and email to info@afriScience.co.za or sender | Tel: 087 7025808
PLEASE COMPLETE IN CAPITAL LETTERS)

Company Name: Country:
Postal Address:
Postal Code: Tel:
Cell: Email:
Nature of Business:

☐ Please register the following delegate(s) for this Conference **(Please photocopy for more delegates)**

Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	

Method of payment

☐ Bank transfer ☐ Cash or Direct Deposit
Payment and/or Banking details will be sent on receipt of a
completed booking form.

All payments to reflect the invoice number

Booking Fee:

☐ Early Bird Fee ☐ Normal Booking Fee

**Early booking fee is for a booking received 30 days
before the training date.**

An invoice will be sent upon receipt of registration
form. Payment must be received prior to course start
and State your invoice number as reference for
payment

TERMS & CONDITIONS

I have read and understood the booking terms and
conditions

Mr. ☐ Mrs. ☐ MS. ☐ Surname :

Name of Organisation:

Job title:

E-mail:

Date:

Tel: Cell:

Signature:

CANCELLATIONS & TRANSFERS

If you are unable to attend, a substitute delegate is
welcomed at no extra charge. Please provide the name
and the title of the substitute delegate at least 2
working days prior to the Conference. Regrettably, no
refund can be made for cancellation received 2 weeks
before the date of the course. A complete set of
documentation will however be sent to you. The
organiser reserves the right to make any amendments
and/or changes to the programme, venue, speaker
replacements and/or topics if warranted by
circumstances beyond its control

