



Conversations to encourage behavioural change in the workplace

A certificate of competence short course

Would you like to help strengthen people’s own motivation for necessary change in a particular environment? As a conversation partner, you could support someone to see why change would be beneficial to them - in the workplace as a professional, but also in a family environment or as a friend.

What is the focus of this course?

You will be introduced to a new, evidence-based communication approach for evoking change readiness in people - usually employees - called motivational interviewing (MI).

People who are faced with change often feel ambivalent about the choices they have. They may see the benefits of the new behaviour for the organisation and themselves, but it’s also hard for them to make the mind shift.

You will gain some practical experience with interview techniques that can help tilt a person’s ambivalence in favour of change. This is a valuable tool in any professional communicator’s toolbox.

Who should attend and what are the career benefits?

If it is part of your job as a manager or HR officer to communicate about organisational change affecting employees’ work, this course is for you. The same skills can be applied in many other areas where change needs to be facilitated.

To ensure optimal learning, we limit the number of participants. In-person sessions are complemented by online learning, and certain aspects of the course are assessed.

Any prerequisites?

You will need a computer and reliable web browser to run our online learning platforms (MS Teams and SUNOnline) and you need access to a stable internet connection to connect to the live online sessions.

You should be familiar with creating electronic documents.

When and where will this course take place?

We offer this course over **two online sessions (09:00 to 11:00)**, and **two in-person sessions (09:00 to 12:00)**. Online sessions are facilitated on MS Teams, and in-person sessions will take place in the Seminar Room of the Language Centre, Kleine Bosch, 44 Banhoek Road, Stellenbosch.

Our courses combine live online sessions, facilitated by the course presenter, with self-directed online learning.

This course opens before the first live online session and closes well after the last live online session. This allows enough time for you to activate your SUNOnline presence before the live sessions start.

| | Online sessions (09:00 to 11:00) and In-person sessions (09:00 to 12:00) | Course duration (opening and closing dates) | Apply by |
|-----------|---|--|-----------------|
| Course 1: | Online on 2 and 9 October In-person on 16 and 23 October | 11 September to 6 November | 11 September |

During this course, you will spend your time as follows (this may vary for individuals):

- one in-person session per week of three hours each
- ±4 hours per week of self-paced reading and completing tasks, quizzes, activities, and assignments.

Who is the presenter?

Prof Carel Jansen is an emeritus professor in the field of Communication and Information Studies in the Faculty of Arts at the University of Groningen, the Netherlands. In addition, he is an SU Language Centre research fellow. Read more about him [here](#).



What is the cost?

The course fee is R3 950, which includes course material, assessments, in-person or online sessions with your presenter, and access to the online platforms.

Please note that all course fees are payable before the course starts, and that we will present this course only if a minimum of ten paid candidates have confirmed attendance.

Click on [this link](#) if you are interested in doing this course and fill in the form. **We will send you a link to apply for the short course.**

Further questions?

Contact Michelle Pieters at michellep@sun.ac.za or 021 808 2812 for more details.

You could also discuss your specific short course and development needs with us. Enquire about our available short courses, course dates, and options for tailor-making a course.