

AI COMPASS CAPACITATION PROGRAMME 2026

Where Human Insight Meets AI Power

February – November 2026



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PIONEERING AI CAPACITATION FOR HR & LABOUR LAW PROFESSIONALS

The AI Compass Capacitation Programme is a groundbreaking **10-month journey** specifically designed for South African HR, Employment Relations, and Labour Law practitioners. This comprehensive curriculum uniquely blends human-centric skills, digital intelligence, and the legal ecosystem, empowering professionals to harness AI responsibly and effectively.

Delivered by Global Business Solutions, a recognised thought leader in innovative digital workplace solutions and AI-powered employment law advisory, this programme represents the future of professional development in the AI era.

Chart Your Course with AI Compass

Future-Proof Your Skillset

Stay ahead in the AI-enabled workplace with Africa's most advanced capacititation programme



Human-Centricity & EQ

Building emotional intelligence and ethical awareness in AI-enhanced environments

Drive Real Business Impact

Apply learning immediately with practical, compliance-focused tools and frameworks



Digital Intelligence

Blockchain for secure transactions.

Learn from Award Winners

Benefit from GBS's recognised expertise and innovative approach to digital transformation



Employment Law Integration

Focus on privacy-enhancing technologies.

"Unlock the future. Where your human insight meets AI power."

AWARD-WINNING EXCELLENCE IN DIGITAL TRANSFORMATION

Global Business Solutions brings decades of expertise guiding compliance, policy, and digital transformation at the intersection of law, HR, and digital intelligence. Our pioneering work has earned industry recognition, including the prestigious **Silver Award for Most Innovative Technology** from WesBank at the New Generation Awards 2025.

10

Months

Comprehensive learning journey

40

Hours

Expert-led instruction and application

100%

Practical

Hands-on skills transfer for immediate impact

Programme Structure: Theory Meets Practice

3-Hour Monthly Immersive Workshop

Deep-dive theory sessions covering AI fundamentals, legal frameworks, and strategic implementation

- Expert-led instruction
- Case studies and real-world scenarios
- Interactive discussions and Q&A

PLUS 1-Hour Application Session per Month

Hands-on practical work translating theory into action

- Policy design and drafting
- Process mapping and automation
- Chatbot development
- Legal compliance auditing (HTML)
- Prompt library building

Included in the subscription to the AI Compass is –

- Access to the DE initiator BOT
- Access to the DE Chairperson BOT
- Deviate Tool
- Cannabis Tool
- EE HTML calculator
- Disability Tool
- Free AI Policy
- Monthly AI newsletter
- Various discounts

Fee:

Option 1: Pay upfront for 10 months: R32 500 excl. VAT

Option 2: Monthly subscription: R4 000 excl. VAT per month

YOUR 10-MONTH LEARNING JOURNEY

Foundation Phase: February–May 2026



» **6 February: Everything AI in SA**

Foundations, types, local trends, legal context (POPIA, Cybercrimes, NAI Policy)
Application: AI policy awareness checklist for your organization, demonstration of latest AI applications

» **10 April: End-User AI Tools**

Copilot, Perplexity, Claude, GPT—features, limitations, ethical risks
Application: Customising workflows using end-user AI tools

Building Expertise: June–August 2026

» **5 June: Basic AI Workshop**

Data literacy, algorithms, automation basics, privacy and bias risks
Application: Mapping a compliant HR process for automation

» **7 August: Process Mapping & Automation**

Mapping ER/HR flows, identifying automation candidates, assessing legal risks
Application: End-to-end mapping—manual to digital transformation, including Power Automate

» **2 October: AI & Workplace Law**

Case studies, POPIA, ECTA, monitoring, digital evidence, cybercrime implications
Review: Policies for AI-driven workplace compliance

» **6 March: Prompt Engineering**

Models, prompt types, business relevance, legal best practices
Application: Crafting legally sound HR/ER AI prompts and building a prompt library

» **8 May: Microsoft Copilot Suite and Other Common Training**

Deep-dive with live demos, privacy and compliance integration
Application: Building secure document workflows in Copilot

» **3 July: Intermediate AI Workshop**

Advanced automation, feedback loops, risk controls, POPIA/ECTA/Privacy frameworks
Application: AI-driven workplace policy review process

Mastery & Integration Phase: September – November 2025

» **4 September: Bot Building Fundamentals**

Chatbot design, governance, legal, and compliance-by-design for HR/ER
Build: Onboarding or grievance bot prototype

» **6 November: What's Next & Mystery Gift?**

Trends, future roles, responsible leadership, creating an in-house AI culture
Present: Group project showcase and action planning