GLOBAL **BUSINESS** SOLUTIONS
FUTURE THINKING, NOW

AI COMPASS
CAPACITATION PROGRAMME 2026

Where Human Insight Meets AI Power

June 2026 – April 2027

FUTURE OF AI IN BUSINESS

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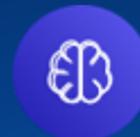# PIONEERING AI CAPACITATION FOR HR & LABOUR LAW PROFESSIONALS

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 capacitation programme

Drive Real Business Impact
Apply learning immediately with practical, compliance-focused tools and frameworks

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

Human-Centricity & EQ
Building emotional intelligence and ethical awareness in AI-enhanced environments

Digital Intelligence
Blockchain for secure transactions.

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: June 2026 - September 2026

24 June 2026: 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

30 July 2026: Prompt Engineering

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

27 August 2026: End-User AI Tools

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

23 Sept 2026: Microsoft Copilot Suite and Other Common Training

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

Building Expertise: October 2026 - January 2027

29 October 2026: Basic AI Workshop

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

26 November 2026: Intermediate AI Workshop

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

28 January 2027: 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

Mastery & Integration Phase: February 2027 - April 2027

25 February 2027: Bot Building Fundamentals

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

25 March 2027: AI & Workplace Law

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

29 April 2027: What's Next & Mystery Gift?

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