

# AI COMPASS CAPACITATION PROGRAMME 2026

Where Human Insight Meets AI Power

**July 2026 – April 2027**



# PIONEERING AI CAPACITATION FOR HR & LABOUR LAW PROFESSIONALS

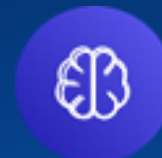
The AI Compass Capacitation Programme is a groundbreaking **10-month journey** specifically designed for South African HR, Employment Relations, and Labour Law practitioners. This comprehensive curriculum uniquely blends human-centric skills, digital intelligence, and the legal ecosystem, empowering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



#### 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: June 2026 – September 2026

### » 21 July 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

### » 22 September 2026: End-User AI Tools

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

### » 18 August 2026: Prompt Engineering

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

### » 20 Oct 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

### » 17 November 2026: Basic AI Workshop

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

### » 16 February 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

### » 19 January 2027: Intermediate AI Workshop

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

### » 20 April 2027: AI & Workplace Law

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

## Mastery & Integration Phase: February 2027 – April 2027

### » 16 March 2027: Bot Building Fundamentals

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

### » 18 May 2027: What's Next & Mystery Gift?

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