

Future-proofing your competencies



2030 Catalogue

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Introduction to:

Leadership, Artificial Intelligence and the Need to Redefine Future Skills Development

Leadership development has been critical in the consideration of the longevity of an organisation and its ability to remain relevant.

Organisations' focus on leadership development has resulted in the need to further develop learning linked to it. The focus on qualifications, linked specifically to the term leadership, have been developed like a Master's in Business Leadership, at the University of South Africa, to help differentiate the focus on business administration to the focus on skills required of leaders. The evolution of artificial intelligence has resulted in the need to establish alignment of artificial intelligence to various avenues of life and that of Leadership in an Artificial Intelligence based economy.

Challenges associated to the independence of artificial intelligence, in addition to possible autonomy, are the focus of thought. Coupled with the links to the utopian/dystopian nature of the arrival of technology, which are prime, rather than looking at the practical requirements that organisations need to implement in order to partner with artificial intelligence. The relationship between leadership and artificial intelligence has been noted through research done by Liebowitz (2001), and the need to find practical solutions on its implementation need to be considered.

Our research is to focus on the links between artificial intelligence and leadership, and its relationship, if any, as well as the examples of practical implementation and education and training with which it is aligned. Training Leaders therefore is primary, and a curriculum should be developed that provides the tools to ensure the ongoing efficacy of artificial Intelligence engagement. The potential curriculum and programme is explored for Leaders in such a way as to engage in the positive based future of AI.

Future-proofing your competencies

Introduction to 2030 Skills

Disruption and urgency will frame our reality and require us to redefine the skills that set us apart from automation. Our human capital will be required to develop or build the skills-set needed which cannot be replicated by our automotive reality. The introduction module to 2030 skills will provide the foundational understanding of Industry 4.0 as well as the associated challenges we may face. Furthermore we highlight the need to reskill, upskill and reinvent ourselves as people. There will be a critical need for soft skills for this uncertain, disruptive future to ensure we are competitive for the future world of work.

Emotional Intelligence

The ability to identify, understand and manage one's emotional framework through self-awareness and regulation that leads to a higher understanding of self, aspects that motivate self and others and how empathy and social skills are allies in engaging people.

Creativity

The ability to generate ideas in an attempt to solve a problem, produce something new or improve/advance a current idea by using blue sky thinking and out of the box disciplines that lead to the deliberate act of turning original and inventive ideas into realities.

Cognitive Flexibility

The ability to adapt strategies or transition from one concept to another with ease in an evolving environment that continuously has new or unexpected conditions.

People Management

The ability to manage, lead and influence people from different generations, through a servant and situational leadership framework that will result in teams achieving various massive transformative purposes in a volatile, uncertain, complex and ambiguous environment.

Collaborative Management

The ability to collaborate as a cross-functional team in complex situations to achieve a common goal that results in strategy execution that solves complex problems with speed and agility.

Negotiation Skills

The ability to find common ground and reach an agreement, in complex and disruptive situations in the fastest possible time by using various methods and techniques through priority classification and compromise.

Judgement & Decision-Making

The ability to deploy thinking and cognitive processes that leads to the act of making a decision, drawing sound conclusions and /or forming an opinion through assessment, comparison and deliberation while considering all information and alternatives through a process of deductive reasoning.

Complex Problem Solving

The ability to make use of data to solve a problem which is complicated or intricate, hard to understand or deal with, that contributes to a massive transformative purpose.

Critical and Computational Thinking

The ability to interpret and manage massive amounts of data through the use of statistics and data intelligence that will provide solutions to solve complex problems.

Service Orientation

The ability to anticipate, recognise and meet customer needs, through a customer-centric experience that results in an ongoing trust relationship.



Change Management

The ability to navigate and adapt to change, as well as implement strategies for evoking, affecting and controlling change in order to manage the disruption experienced by an organisation and its people due to a shift in desired goals, processes and technologies.



Ethical and Authentic Leadership

This short course is designed to introduce you to ethical leadership traits and behaviours, as well as the role authentic leadership playing in ethical decision-making.

Introduction to 2030



Definition :

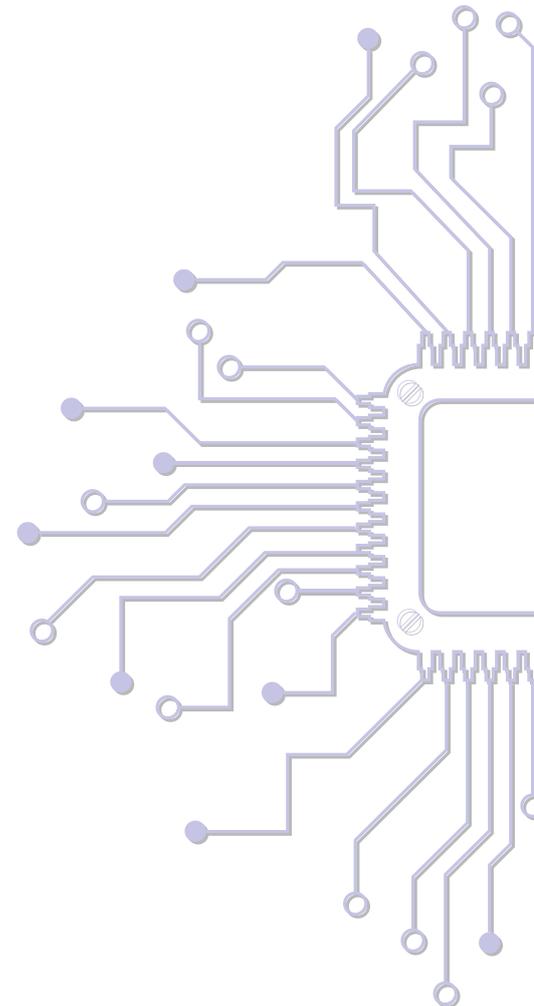
Disruption and urgency will frame our reality and require us to redefine the skills that set us apart from automation. Our human capital will be required to develop or build the skills-set needed which cannot be replicated by our automative reality. The introduction module to 2030 skills will provide the foundational understanding of Industry 4.0 as well as the associated challenges we may face. Furthermore we highlight the need to reskill, upskill and reinvent ourselves as people. There will be a critical need for soft skills for this uncertain, disruptive future to ensure we are competitive for the future world of work.

[Learn More](#)



Framework

- Industry 1.0 to 4.0
- Retain and Reskill for Industry 4.0
- World of Work
- The Human Future
- The Need for Soft Skills
- Mapping the Future
- Developing 2030 Skills
- 2030 Competency Skills
- Key Insights for Leaders



Emotional Intelligence



Definition :

The ability to identify, understand and manage one's emotional framework through self-awareness and regulation that leads to a higher understanding of self, aspects that motivate self and others and how empathy and social skills are allies in engaging people.

[Learn More](#)

The learning content in this module is available in the following modes:

- **Self-Directed:** complete the module/s via e-learning that meet your immediate development needs.
- **Structured Learning Pathway:** choose a blended approach that combines e-learning with facilitator engagement either in person, or by means of a virtual webinar.
- **Workshop Based:** delivered as a facilitated customized solution, either in person or virtual, to organisations who wish to train their in-house teams.

Bit-Learning Modules

1. Introduction to Emotional Intelligence and Self-Awareness (1 hour)
2. Emotional Intelligence and Self-Awareness (1 hour)
3. Emotional Intelligence and Self-Regulation (1 hour)
4. Emotional Intelligence and Motivation (1 hour)
5. Emotional Intelligence and Empathy (1 hour)
6. Emotional Intelligence and Social Skills (1 hour)
7. Emotional Intelligence and Understanding Your Emotions (1 hour)

Creativity



Definition :

The ability to generate ideas in an attempt to solve a problem, produce something new or improve/advance a current idea by using blue sky thinking and out of the box disciplines that lead to the deliberate act of turning original and inventive ideas into realities.

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Bit-Learning Modules

1. Concept and Value of Creativity (3 hours)
2. Building your Own Creativity (3 hours)
3. Creativity and Innovation in the Workplace (3 hours)

Cognitive Flexibility



Definition :

The ability to adapt strategies or transition from one concept to another with ease in an evolving environment that continuously has new or unexpected conditions.

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Bit-Learning Modules

1. The Concept and Value of Cognitive Flexibility (3 hours)
2. Cognitive Flexibility for You and Your Organisation (2 hours)

People Management



Definition :

The ability to manage, lead and influence people from different generations, through a servant and situational leadership framework that will result in teams achieving various massive transformative purposes in a volatile, uncertain, complex and ambiguous environment.

[Learn More](#)

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Bit-Learning Modules

1. People Management for Industry 4.0 (2 hours)
2. Leadership Strategies for People Management (2 hours)
3. Diversity in the Workplace (2 hours)
4. Generational Theory and Psychological Contracting (2 hours)
5. Diversity and Inclusivity (2 hours)

Collaborative Management



Definition :

The ability to collaborate as a cross-functional team in complex situations to achieve a common goal that results in strategy execution that solves complex problems with speed and agility.

[Learn More](#)

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- **Workshop Based:** delivered as a facilitated customized solution, either in person or virtual, to organisations who wish to train their in-house teams.

Bit-Learning Modules

1. The Concept and Value of Collaboration (3 hours)
2. Developing Collaborative Leadership (2 hours)
3. Developing Collaboration in Your Organisation (2 hours)

Negotiation Skills



Definition :

The ability to find common ground and reach an agreement, in complex and disruptive situations in the fastest possible time by using various methods and techniques through priority classification and compromise.

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Bit-Learning Modules

1. The Concept and Value of Negotiation (2 hours)
2. Successful Negotiation: Planning, Preparation and Information Exchange (2 hours)
3. Successful Negotiation: Turning Bargaining into Closing (2 hours)
4. Mastering Conflict Management and Negotiation Skills (3 hours)

Judgment and Decision-Making



Definition :

The ability to deploy thinking and cognitive processes that leads to the act of making a decision, drawing sound conclusions and/or forming an opinion through assessment, comparison and deliberation while considering all information and alternatives through a process of deductive reasoning.

[Learn More](#)

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- **Workshop Based:** delivered as a facilitated customized solution, either in person or virtual, to organisations who wish to train their in-house teams.

Bit-Learning Modules

1. Introduction to Judgement and Decision-Making (2 hours)
2. Judgement and Decision-Making Models and Processes (2 hours)

Complex Problem Solving



Definition :

The ability to make use of data to solve a problem which is complicated or intricate, hard to understand or deal with, that contributes to a massive transformative purpose.

[Learn More](#)

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- **Workshop Based:** delivered as a facilitated customized solution, either in person or virtual, to organisations who wish to train their in-house teams.

Bit-Learning Modules

1. Complex Problem-Solving Skills for Industry 4.0 (3 hours)
2. Mastering the Complex Problem-Solving Process (3 hours)

Critical and Computational Thinking



Definition :

The ability to interpret and manage massive amounts of data through the use of statistics and data intelligence that will provide solutions to solve complex problems.

[Learn More](#)

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Bit-Learning Modules

1. Critical and Computational Thinking as a 21st Century Skill (2 hours)
2. Information Technologies in ExOs (2 hours)

Service Orientation



Definition :

The ability to anticipate, recognise and meet customer needs, through a customer-centric experience that results in an ongoing trust relationship.

[Learn More](#)

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- **Self-Directed:** complete the module/s via e-learning that meet your immediate development needs.
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- **Workshop Based:** delivered as a facilitated customized solution, either in person or virtual, to organisations who wish to train their in-house teams.

Bit-Learning Modules

1. Service Orientation in Industry 4.0 (2 hours)
2. Using Tech in a Service-Oriented Organisation (2 hours)

Change Management



Definition :

The ability to navigate and adapt to change, as well as implement strategies for evoking, affecting and controlling change in order to manage the disruption experienced by an organisation and its people due to a shift in desired goals, processes and technologies.

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Bit-Learning Modules

1. Introduction to Change (3 hours)
2. The Individual and Change (3 hours)
3. Leading Change (3 hours)

Ethical and Authentic Leadership



Definition :

Designed to introduce you to ethical leadership traits and behaviours, as well as the role authentic leadership playing in ethical decision-making.

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- **Workshop Based:** delivered as a facilitated customized solution, either in person or virtual, to organisations who wish to train their in-house teams.

Bit-Learning Modules

1. Ethical and Authentic Leadership (3 hours)

Start your
development journey
towards ***"future-proofing
your competencies"***

Start now!