

30 YEARS
OF HR IMPACT



30 YEARS IN HR

**ONE SKILL MATTERS
MORE THAN EVER.**



SMARTER DECISIONS
WITH DATA & INSIGHTS



STRONGER EMPLOYEE
EXPERIENCES



AUTOMATE. OPTIMIZE.
ELEVATE HUMAN POTENTIAL



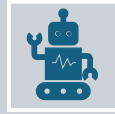
INNOVATE HR.
SHAPE THE FUTURE.



**FUTURE
OF WORK**
Starts Now



2023... MY SHIFT



“There will be 2 types of companies at the end of the decade, those that fully use AI and those that are out of business.” **Peter Diamandis**



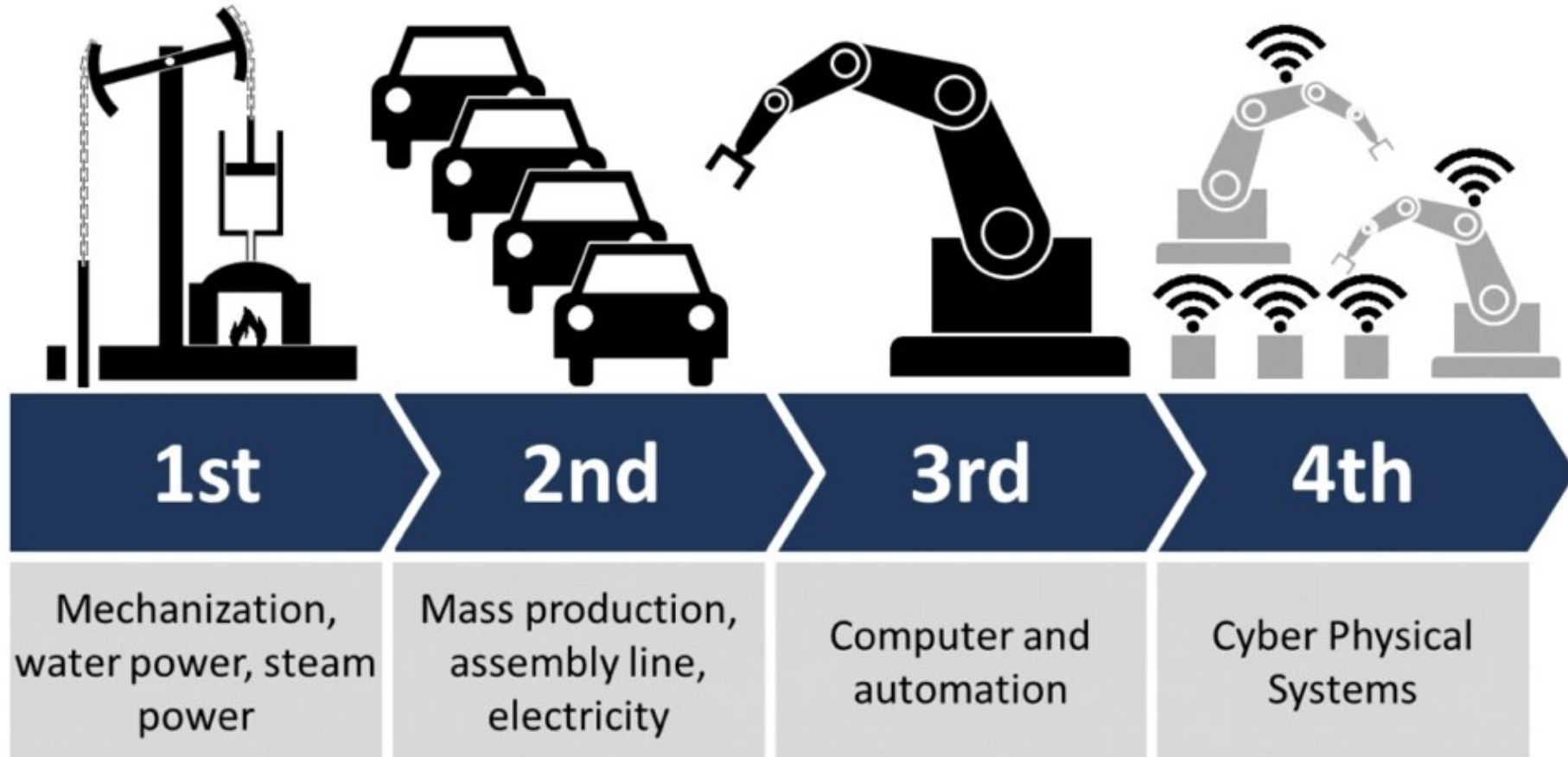
A frequently asked question “will I be replaced by AI and the answer is “you will not be replaced by AI, but you will be replaced by someone who is effectively using AI”.



“Talented employees are those employees who use AI Agents or AI Assistants.”

HISTORY

Every Industrial Revolution has fundamentally changed the way we live, work, and create value.



WHAT IS ACTUALLY CHANGING?



HOW WORK
IS DONE.



AI automates tasks, enhances decisions
and frees people to focus on
higher-value work.



WHAT ROLES
ARE REQUIRED.



New capabilities. New mindsets.
New roles that blend human
creativity with AI intelligence.



WHAT PERFORMANCE
AND COMPETENCE LOOKS
LIKE IN THE NEW WORLD OF WORK.



Success is measured by adaptability,
learning agility, collaboration and the
ability to **deliver impact with AI.**



THE FUTURE OF WORK IS HERE.
THE QUESTION IS – ARE YOU READY?



TECHNOLOGY IS NOT ONLY HELPING US DO **PHYSICAL WORK FASTER**, IT IS HELPING US **THINK, CREATE, ANALYSE,** **SOLVE PROBLEMS, AND MAKE BETTER DECISIONS**

DOING PHYSICAL WORK
FASTER & SAFER



THINK
Deepen
Understanding



CREATE
Innovate
& Design



ANALYSE
Find Insights
& Patterns



SOLVE PROBLEMS
Identify Solutions
& Strategies



**MAKE BETTER
DECISIONS**
With Data
& Confidence

AI

The workplace is shifting from **doing everything yourself** to **working intelligently with AI**.



STRONGER HUMANS. SMARTER WORK. BETTER FUTURES.

KNOWLEDGE IS NO LONGER THE COMPETITIVE ADVANTAGE; KNOWING HOW TO APPLY KNOWLEDGE WITH AI IS.

THE OLD WAY:
KNOWLEDGE
IS POWER



Memorize



Understand



Spend Time

THE NEW WAY:
APPLICATION
CREATES IMPACT



Apply with AI



Solve Problems
Faster



Create More
Value



Stay Ahead

AI

Summarize this
information

Generate ideas

Create a plan

Analyze data
and provide
insights



THE FUTURE BELONGS TO THOSE WHO DON'T JUST KNOW MORE,
BUT **DO MORE** WITH WHAT THEY KNOW – **WITH AI.**

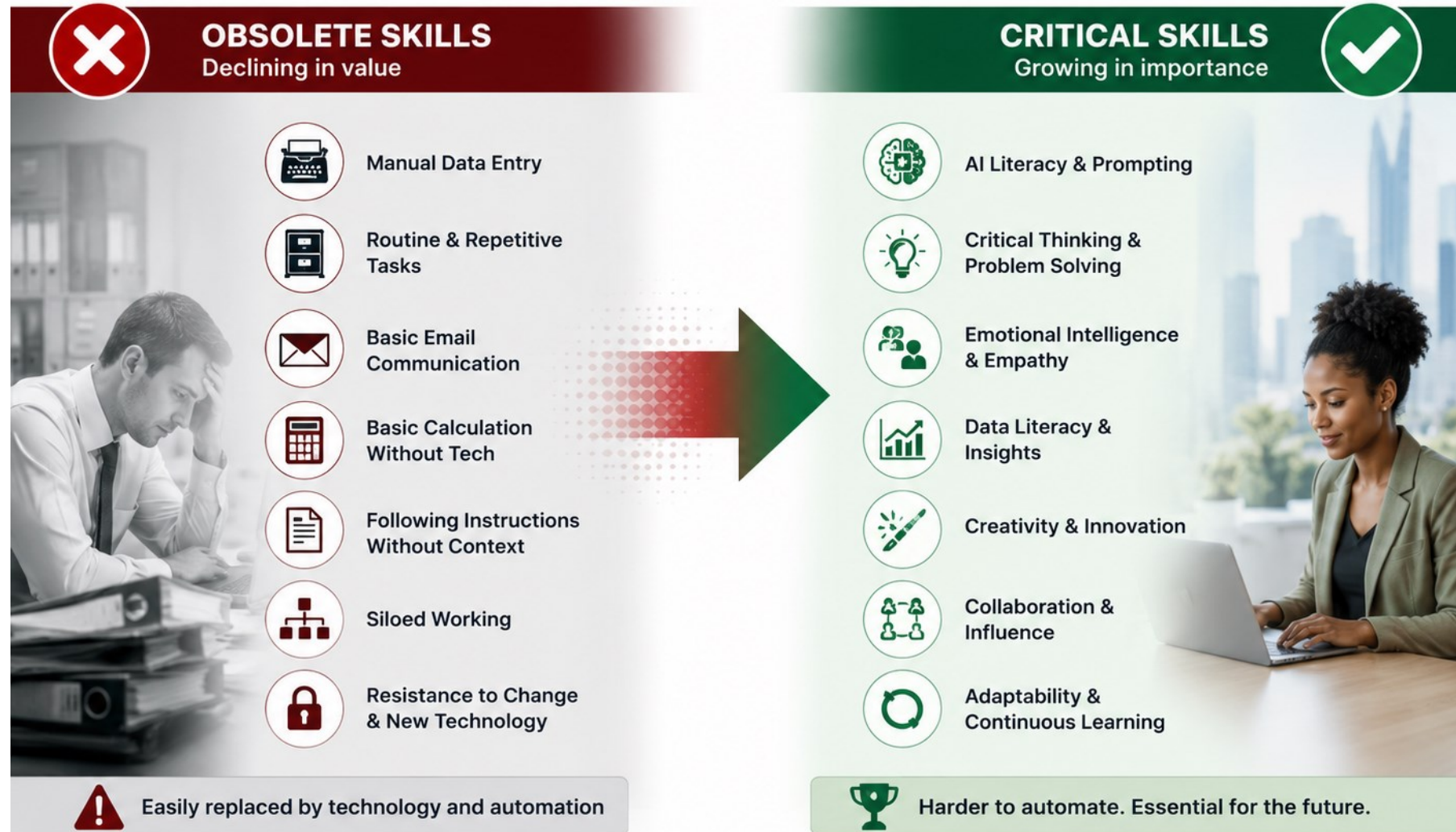
AI IS NOT REPLACING JOBS. IT IS REPLACING SKILLS.

People who know how to use AI will outperform people who don't.

Employers are no longer looking only for experience or qualifications. They are looking for people who can think better, solve problems faster, learn continuously, and use AI to improve productivity and create value.

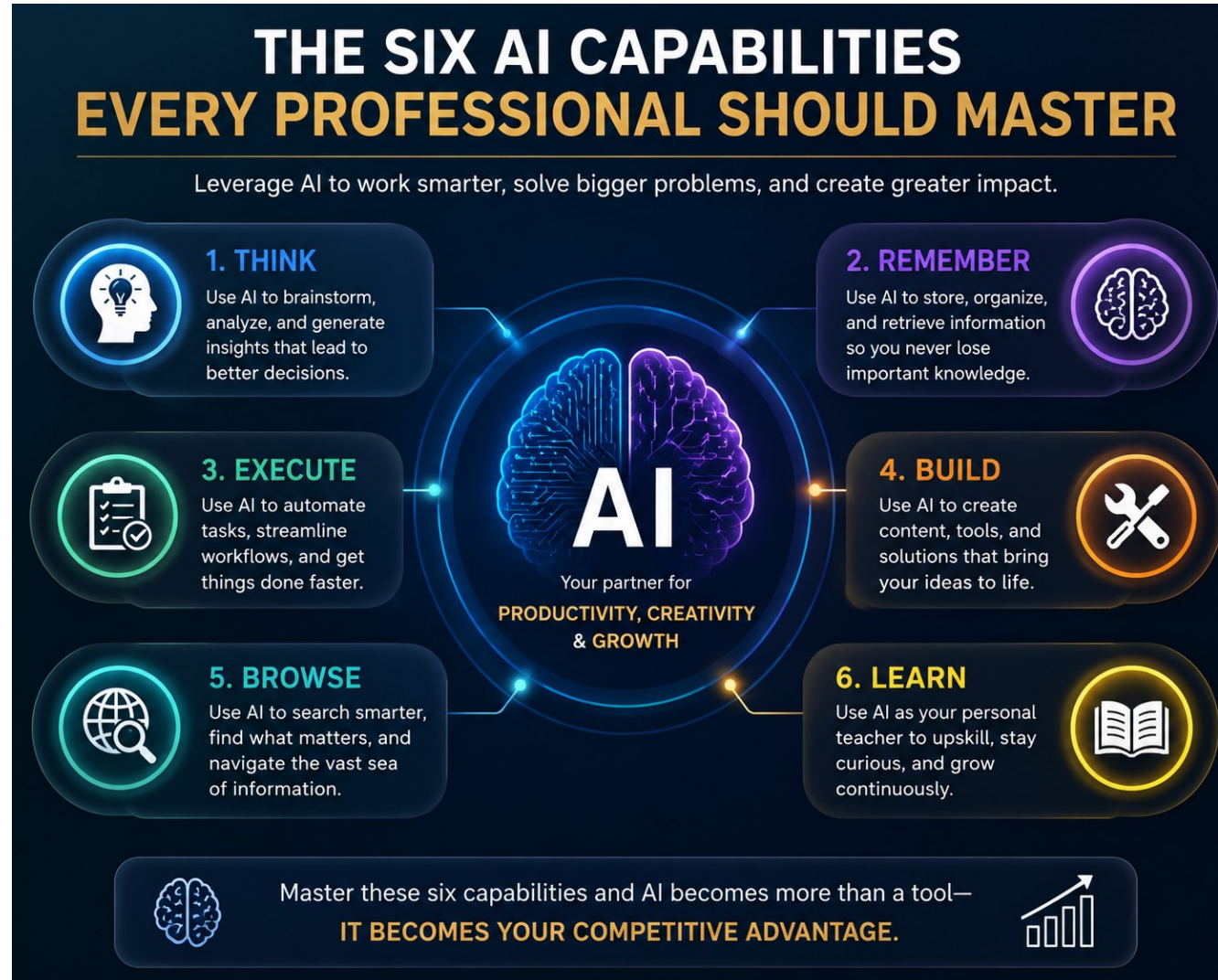
SKILLS OBSOLETE VS CRITICAL

The future belongs to those who adapt, learn and grow.



THE SHIFT IS HAPPENING. WHAT SKILLS ARE YOU BUILDING TODAY?

The Six AI Capabilities Every Professional Should Master



The professionals who thrive in the AI era won't be those who know the most. They'll be those who know how to partner with AI most effectively.

1. THINK

AI is your thinking partner.

Use AI to:

- Brainstorm ideas.
- Solve complex problems.
- Challenge assumptions
- Analyse options.
- Improve decision-making

Example:

Give me three strategies to improve employee engagement in a manufacturing environment

Result: Better thinking. Better decisions.

2. REMEMBER

AI becomes your second brain.

AI can:

- Recall information you've provided.
- Summarise documents.
- Find answers quickly.
- Organise knowledge.
- Connect ideas across multiple sources.

Using **AI Assistants**, or **Projects**, AI can retain context, learn your preferences, and help you build on previous work instead of starting from scratch every time.

Result: Less searching. More doing.

3. ⚡ EXECUTE

AI helps you get work done faster.

Use AI to:

- Draft emails.
- Write reports.
- Analyse data.
- Create meeting summaries.
- Build action plans.
- Automate repetitive tasks.

The goal isn't to work harder.

It's to eliminate low-value work so you can focus on high-value thinking.

Result: Productivity increases dramatically.

4. BUILD

AI helps you create things.

Build:

- Presentations
- Policies
- Training programmes
- Business plans
- Marketing campaigns
- Performance frameworks
- Images
- Videos
- Custom AI assistants

AI isn't just answering questions.
It's helping you build assets that create value.

Result: Faster creation. Higher quality.

5. BROWSE

AI helps you research the world.

AI can:

- Search current information.
- Compare products.
- Analyse competitors.
- Research legislation
- Summarise trends.
- Find best practices.

Instead of reading twenty websites...

AI brings the insights together for you.

Result: Better research in a fraction of the time.

6. LEARN

AI is the greatest teacher ever created.

Think about this...

For the first time in history...

Every person has access to a personal tutor available 24 hours a day.

AI can:

- Explain difficult concepts.
- Teach new skills.
- Coach you.
- Test your understanding.
- Role-play conversations
- Create personalised learning plans

Whether you want to learn:

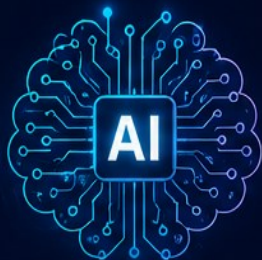
- Leadership
- Finance
- HR
- Coding
- Marketing
- Public speaking
- A new language



AI can teach you at your own pace.

Unlike a classroom, it never gets tired.
It never judges you.

You can ask the same question ten times if you need to



TOP 10 AI TOOLS



EVERY PROFESSIONAL SHOULD KNOW

1



ChatGPT

Your AI work assistant

Brainstorm, write, analyse data, solve problems and get things done faster.

PRODUCTIVITY & ASSISTANT

2



Claude

Professional writing

Generate high-quality content, reports, emails and documents with ease.

WRITING & CONTENT

3



Perplexity

Research

Get accurate, real-time answers with trusted sources and citations.

RESEARCH & INSIGHTS

4



Tidio

Customer support

AI-powered chatbot that engages visitors and supports customers 24/7.

CUSTOMER SERVICE

5



Midjourney or ChatGPT

Images

Create stunning images, illustrations and visuals in seconds.

VISUAL CONTENT

6



Runway

Video creation

Create professional videos from text, images or clips using AI magic.

VIDEO PRODUCTION

7



ElevenLabs

Voice generation

Generate realistic AI voices for narrations, podcasts, video and more.

VOICE & AUDIO

8



Lovable

Build websites and apps

Create beautiful websites and simple apps using AI – no coding needed.

WEB & APP DEVELOPMENT

9



Gamma

Presentation

Create stunning, modern presentations, docs and decks in minutes.

PRESENTATIONS

10



Zapier AI or Make

Workflow automation

Automate tasks, connect apps and build powerful AI workflows.

AUTOMATION & INTEGRATION



WORK SMARTER. SAVE TIME. GET AHEAD.

The future belongs to those who learn today.



DEMONSTRATION

- **THINK** – Solve a real workplace problem.
- **EXECUTE** – Build a Performance Improvement Plan in seconds.
- **BUILD** – Create a complete one-day training programme.
- **BROWSE** – Research 2026 HR trends and summarise them.
- **LEARN** – Transform ChatGPT into a personal executive coach.
- **BUILD AN AI ASSISTANT**

Prompt

Your role is to act as a highly experienced HR Executive, Labour Relations Specialist, Organisational Development Consultant, Leadership Coach, and Strategic Business Partner with more than 30 years of practical experience. Draft the Description, Instructions, knowledge base and Conversation Starters.

OR

You are now my HR Business Partner with 30 years of experience in South African labour law. Whenever I ask HR questions you will provide practical, legally compliant guidance, ask clarifying questions when necessary, recommend best practices, and help me create policies, disciplinary documentation and leadership advice. Create the Framework and provide all the data to build an AI Assistant.



CLOSING



Throughout history, every industrial revolution created winners and losers. Not because some people were more intelligent than others... But because some people chose to learn the new skills while others held on to the old way of working.

Today, we are standing at exactly the same moment. Artificial Intelligence is not another software application.

It is becoming a new way of thinking.

A new way of working.

A new way of creating value.

The question is no longer: *"Will AI change my industry?"* It already has.

The real question is: **Will I develop the skills to thrive in this new world?**

The professionals who master AI won't simply become more productive.

- They'll become more valuable.
- More creative.
- Better problem-solvers.
- Better decision-makers.
- And ultimately...
- More difficult to replace.

Knowledge used to be the competitive advantage. Today, knowledge is available to everyone. The competitive advantage is knowing how to apply that knowledge with AI.

The people who begin learning today will have a significant advantage over those who wait.