



**INSTITUTE OF  
PEOPLE DEVELOPMENT**

## 4HR Masterclass

The world is changing rapidly and radically. Broadly represented as the “Fourth Industrial Revolution” (4IR), the systemic changes emanate from a confluence between technological developments and environmental and social changes. 4IR is impacting societies, industries, workplaces and skills the world over.

The Ministerial Cabinets and economic forum task teams around the world are working on responses. 4IR affects different industries very differently. A few industries already have emergent and/or formalised responses in place; but most do not. The recent effects of lockdown globally is fast tracking many of the changes to the 4IR.

Beyond technological change, this is about how people and organizations re-invent and use technology. 4IR represents a “multi-level socio-technical transition”. “Multi-level” refers to the need to coordinate things such as regulatory frameworks and industrial strategies with industry- or company-level responses. “Socio-technical” relates to the human/technology interface.

Globally, the HR implications are featured mostly in high-level workforce analyses – which jobs will be affected and how. In South Africa for example, most industries or companies have not yet done even this work; don’t know how to; or are groping toward solutions in isolation. The Institute of People Development aims to flip the above dynamics creatively and constructively.

### **The 4HR Masterclass equips you to:**

- Understand the emerging technologies
- Learn about the impact technologies are having on work and workplaces, across industry sectors
- Dialogue with up to 10 leading local & international experts in 4IR
- Think through the implications for HR Management and Development
- Become a change champion, organisational capability builder and technology proponent within your organisation

### **You will be required to:**

- Read the latest research (provided), analyse your own organization and prepare points of discussion
- Listen to, then dialogue with key global and national thinkers
- Prepare and implement your own analysis and recommendations within your organization
- Provide a case study of emerging “best practice” and contribute toward a national recognition award!

“The scale, scope and complexity of how technological revolutions influence our behaviour and way of living will be unlike anything humankind has experienced”

- Klaus Schwab, Founder & Executive Chairman of the World Economic Forum.



For more information, or to find out about our training schedule, contact us:



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**Re-inventing the Human Resource Function for the 4th Industrial Revolution**  
- An Institute of People Development Initiative -



### **Duration:**

This course consists of self-directed online learning (video lectures followed by completion of various tasks and activities), coupled with facilitator/tutor support over Telegram group chat, Telegram individual chat and scheduled Zoom group support sessions.



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## 4HR Masterclass - Programme Overview

### Section One

#### 4iR: Socio-Technical Transition

- Framing the Challenge:  
Technology for Development



- Technology Trends



- Organisational changes  
and Labour Market Trends  
and Issues



- 4iR – no one size fits  
all model?

### Section Two

#### 4iR in Context: Industry Case Studies

- Case Studies 1:  
4iR in Agriculture



- Case Studies 2:  
4iR in Mining



- Case Studies 3:  
4iR in Manufacturing



- Case Studies 4:  
4iR in Financial Services



- Case Study 5:  
Service Industries

### Section Three

#### 4HR: Human Resources under 4iR

Transforming HR technologies



Transforming HR skills



Establishing a South African  
Community of Practice to Take  
Forward 4HR dialogues



**Note:** This course is - An Institute of People Development Initiative - comprised of a uniquely structured curriculum.

**Course Delivery:**

Self-directed online learning

**Facilitation language:**

English

**Duration:**

Up to 1 year



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