

LEADERSHIP SKILLS FOR THE 4TH INDUSTRIAL REVOLUTION



GENTEX[®]
TRAINING CENTER



Introduction

Leadership Skills for the 4th Industrial Revolution Training Course prepares leaders to guide organizations through the fusion of artificial intelligence, automation, robotics, and connected data. The Fourth Industrial Revolution changes what work looks like, which capabilities matter, and how quickly decisions must be made. Leaders who understand the technology and the human consequences lead far more effectively. This program builds both. It covers Industry 4.0 technologies, digital strategy, workforce transition, and ethical responsibility. As a result, participants learn to set digital priorities, lead hybrid and automated operations, and prepare their people for new roles. Furthermore, the course covers innovation, data governance, and change adoption.

Leadership Skills for the 4th Industrial Revolution Course Objectives

- Explain Industry 4.0 technologies and their leadership implications.
- Apply digital transformation and maturity frameworks to strategy.
- Assess automation opportunities across organizational processes.
- Lead workforce transition with reskilling and role redesign.
- Apply data governance, privacy, and AI ethics principles.
- Lead hybrid and technology-augmented teams effectively.
- Apply design thinking and agile practices to digital initiatives.
- Build business cases and value cases for Industry 4.0 investments.
- Manage change with Kotter's eight steps and the ADKAR model.
- Measure digital adoption and impact with structured indicators.

Course Methodology

- Facilitated sessions built around Industry 4.0 case studies.



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- Technology and maturity assessment workshops.
- Scenario exercises on automation and workforce impact.
- Role-play of digital change and stakeholder conversations.
- Group work on business cases and roadmaps.
- Simulation of agile digital delivery and adoption challenges.
- Peer feedback, reflection, and personal digital leadership plans.

Who Should Take This Course

- Senior managers and business unit leaders.
- Digital transformation and innovation leads.
- Operations, manufacturing, and service managers.
- IT and business partnership managers.
- HR leaders managing workforce transition.
- Data, analytics, and technology team leads.
- Executives sponsoring Industry 4.0 programs.

Leadership Skills for the 4th Industrial Revolution Course Outlines

Day 1: Understanding the 4th Industrial Revolution

- Defining Industry 4.0 and its core technologies.
- Artificial intelligence, IoT, robotics, and additive manufacturing.
- Cyber-physical systems and smart factories.
- How Industry 4.0 differs from previous industrial shifts.
- Digital maturity models and readiness assessment.



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- Common causes of Industry 4.0 initiative failure.
- Case study: a manufacturer's Industry 4.0 journey.

Day 2: Digital Strategy and Business Models

- Building a digital strategy and priority roadmap.
- Value case and business case development.
- Platform thinking and data-driven business models.
- Competitive analysis with PESTLE and Porter's Five Forces.
- Balancing efficiency gains with new revenue opportunities.
- Measuring digital value with KPIs and OKRs.
- Workshop: building an Industry 4.0 value case.

Day 3: Data, AI, and Responsible Technology

- Data governance, quality, and ownership models.
- Analytics and AI in operational decision-making.
- AI ethics, fairness, and explainability.
- Data privacy and regulatory compliance.
- Cybersecurity leadership and risk ownership.
- Managing technology vendors and partners.
- Workshop: reviewing an AI use case for ethical risk.

Day 4: Workforce Transition and Hybrid Operations

- Automation impact on roles and skills.
- Reskilling, upskilling, and role redesign.
- Leading hybrid and technology-augmented teams.



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- Human-machine collaboration and task allocation.
- Managing resistance, fear, and job insecurity concerns.
- Wellbeing and workload in automated environments.
- Simulation: leading a workforce transition plan.

Day 5: Leading Digital Change and Innovation

- Change leadership with Kotter's eight steps and ADKAR.
- Design thinking and agile delivery for digital initiatives.
- Prototyping, piloting, and scaling digital solutions.
- Building an innovation culture and learning habits.
- Governance of digital programs and decision rights.
- Measuring adoption, impact, and maturity progress.
- Capstone: presenting an Industry 4.0 leadership roadmap.

Conclusion

By successfully completing Leadership Skills for the 4th Industrial Revolution Training Course, participants will have acquired the knowledge to interpret Industry 4.0 technologies strategically, lead workforce transition with reskilling plans, apply data and AI ethics responsibly, lead hybrid and automated operations, and drive digital change with proven frameworks. They will also understand how to measure adoption and impact as technology matures. Gentex Training Center delivers this program through applied workshops and expert facilitation, preparing leaders for the industrial shifts ahead.





FAQs for the Leadership Skills for the 4th Industrial Revolution course

Q1 What is the "Leadership Skills for the 4th Industrial Revolution" course about?

It is a training program that prepares leaders to guide organizations through Industry 4.0 change. It covers artificial intelligence, automation, digital strategy, data governance, workforce transition, and leading digital change.

Q2 What are the key benefits of the "Leadership Skills for the 4th Industrial Revolution" course?

Participants gain a clear strategic view of Industry 4.0 technologies, stronger business cases for digital investment, and practical plans for reskilling their teams. Organizations benefit from better-informed technology decisions, higher adoption, and a workforce prepared rather than displaced by automation.

Q3 What skills will I gain from the "Leadership Skills for the 4th Industrial Revolution" course?

Participants build Industry 4.0 technology literacy and strategic judgment, digital strategy and value case development, data, AI ethics, and security leadership, and workforce transition, reskilling, and digital change leadership.



Q4 What tools, methods, or standards are covered in the "Leadership Skills for the 4th Industrial Revolution" course?

The course covers Industry 4.0 technology categories, digital maturity models, PESTLE, Porter's Five Forces, value case and business case methods, KPIs and OKRs, data governance frameworks, AI ethics and explainability principles, data privacy regulation, cybersecurity risk ownership, design thinking, agile delivery, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Leadership Skills for the 4th Industrial Revolution" course applied in real-world practice?

Learners apply it by assessing their organization's digital maturity, building value cases for automation investments, running pilots and scaling what works, planning reskilling for affected roles, and tracking adoption and impact against clear indicators.