

Strategic Foresight with AI

The Board Challenge: With spotlight on AI driving changes in human capital



Strategic Foresight with AI: This changes everything

Masterclass

Thu, 30 Apr 2026

2-5pm,

Catapult @HCLI

Fee: \$300 (HCLI and SID Members)

\$600 (Public)

Launch of 'The Board Playbook: Future of Human Capital'

12 Future Waves
4 Bipolar Scenario

Masterclass Highlights:

Synthesis Over Speed: Human-AI Integration

The Algorithm Was Right. Until It Wasn't.

The Fractional Leader: Top-class Talent ~~Not~~ Within Your Payroll

The Cross-Cultural Dividend in Leadership

The Expensive Little Island: Beyond Efficiency



Dr Chris Wagner and Dr Florian Klein

Experts in strategic foresight powered by AI,
formerly Deloitte Monitor



What You'll Learn and Apply

From signals to dominant drivers to scenarios for The Future of Human Capital

Decode the 5 most powerful signals shaping the future

Synthesis Over Speed: Human-AI Integration

The Algorithm Was Right. Until It Wasn't.

The Fractional Leader: Top-Class Talent ~~Not~~ Within Your Payroll

The Cross-Cultural Dividend in Leadership

The Expensive Little Island: Beyond Efficiency

Assess the Dominant Forces shaping the markets ahead

AI-Human Integration Readiness

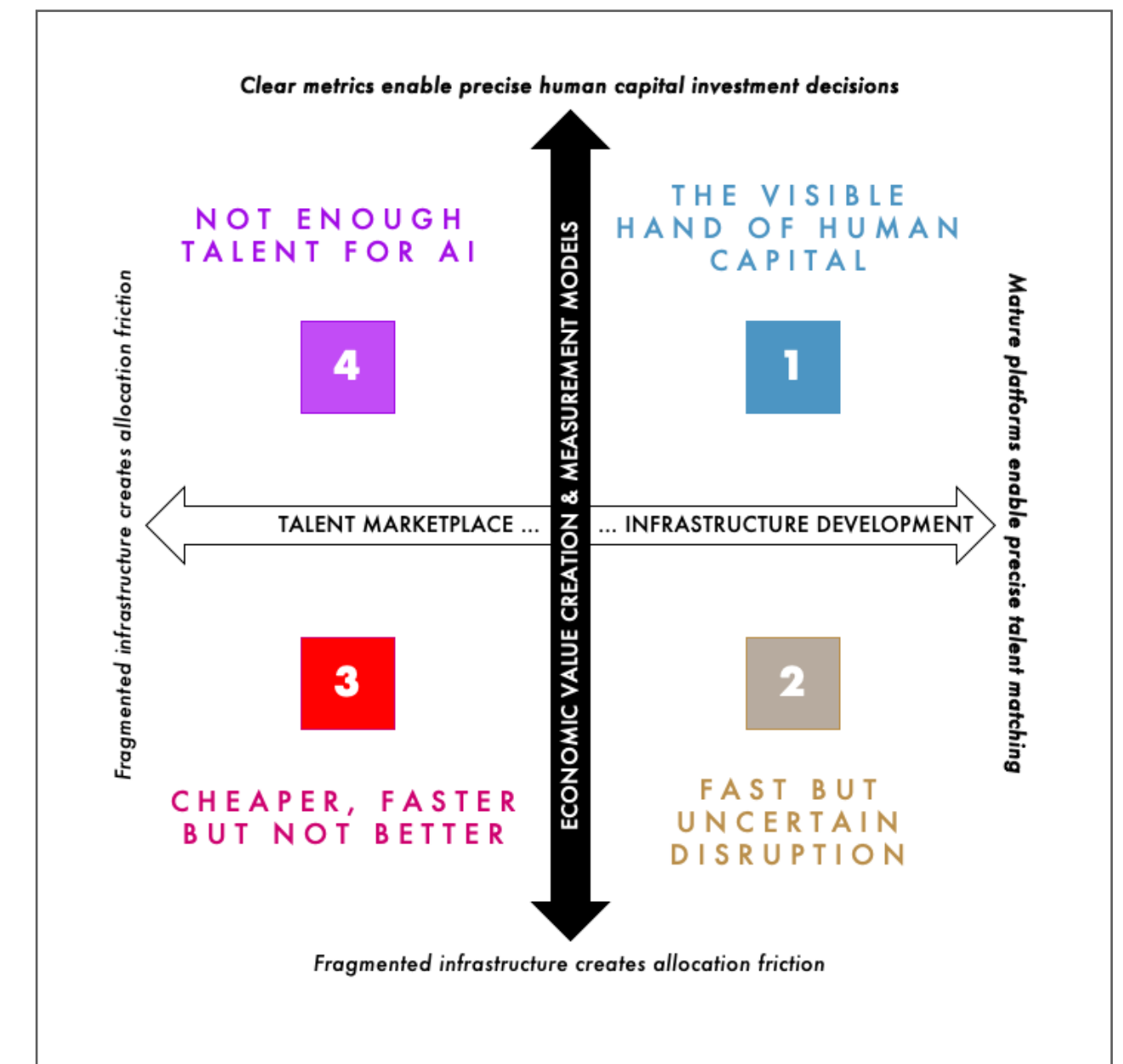
Talent Marketplace Infrastructure Development

Economic Value Creation and Measurement Models

Cross-border Talent Access and Mobility

Strategic Stability and Security

Prepare for and profit from the 4 scenarios that will reshape the industry



Strategic Foresight with AI

With spotlight on AI driving changes in human capital

Masterclass Highlights:

Synthesis Over Speed: Human-AI Integration

Most organizations capture only the first wave of AI benefit—automation and efficiency. Processes that took days now take minutes. But this is the least defensible advantage—every competitor can buy the same tools.

Organizations pulling ahead are moving through three further waves most haven't reached: augmenting human decisions, accelerating product innovation, and creating entirely new value that didn't exist before AI.

The World Economic Forum projects AI will create 170 million new jobs—fastest growth in roles combining domain expertise with AI literacy.

Organizations reaching higher waves aren't those with the most sophisticated systems. They're those integrating human judgment and AI at every level. That capability must be deliberately built. Most organizations haven't started.

What does it take to move beyond automation? How do you build the capability to reach AI's second, third, and fourth waves of value creation? Join our masterclass to explore the implications for this AI opportunity.



Strategic Foresight with AI

With spotlight on AI driving changes in human capital

Masterclass Highlights:

The Algorithm Was Right. Until It Wasn't.

There's a moment every leader recognizes. The data says one thing. The room says another. The algorithm processed ten thousand situations. The leader processed thirty years, read the faces, sensed something no spreadsheet captures—and is certain the algorithm is wrong.

Sometimes the leader is right. Sometimes the algorithm is. Nobody has worked out when to trust which.

AI adoption reached 70-90% in 2025. Yet 95% of projects fail because organizations lack readiness—the constraint is design, not technology.

Machines are getting better. Humans aren't keeping pace. The gap is where decision-making failures will occur.

When should judgment override AI? How do you build the capability to know? Join our masterclass on AI and human decision-making. Our report reveals when to trust the algorithm—and when to trust the room.



Strategic Foresight with AI

With spotlight on AI driving changes in human capital

Masterclass Highlights:

The Fractional Leader: Top-Class Talent Not Within Your Payroll

Something fundamental has shifted. Senior executives were once permanent fixtures. That model is being dismantled.

A new class emerged: experienced professionals serving multiple organizations simultaneously. Fractional executive demand grew 46% in 2024. LinkedIn fractional profiles jumped from 2,000 to 110,000 between 2022 and 2024.

This isn't gig work. Three-quarters bring fifteen-plus years of experience. The stigma is gone. But acceptance is uneven—strong in knowledge sectors, resistant in operational industries over accountability concerns.

How do you leverage fractional leadership without sacrificing accountability?

Our masterclass explores the fractional model. Our report maps when to hire fractional, how to structure engagements, and what governance makes it work.



Strategic Foresight with AI

With spotlight on AI driving changes in human capital

Masterclass Highlights:

The Cross-Cultural Dividend in Leadership

The world's most valuable talent, clients, and opportunities are distributed across cultures that think and decide differently. Organizations that navigate this access markets competitors cannot reach. Those that don't lose relationships without knowing why.

A 2024 study finds diverse, global teams are 25% more likely to outperform. Organizations with cultural adaptability frameworks access two to three times larger talent pools.

Leading organizations—Google, DBS, Grab, Temasek—treat cross-cultural adaptability as commercial capability, not diversity initiative. The gap is widening—and showing up in revenue and client relationships.

How do you build cross-cultural capability systematically? What separates performance from performance theater?

Join our masterclass on cultural adaptability as competitive advantage. Our report reveals the frameworks that win—and how to measure business outcomes, not just good intentions.



Strategic Foresight with AI

With spotlight on AI driving changes in human capital

Masterclass Highlights:

The Expensive Little Island: Beyond Efficiency

There's an uncomfortable truth at the center of Singapore's success. The model that built prosperity—cheaper, more reliable, more efficient than neighbours—is running out of road.

China has become the region's dominant force in technology, manufacturing, and finance—building parallel institutional architecture across ASEAN at a scale no city-state can match through cost alone.

Singapore reclaimed the top IMD World Competitiveness Ranking in 2024—but that measures the existing model, not readiness for the next one.

The next model requires different competitive logic: not being the most efficient place to do something, but the most capable place to orchestrate complex, high-value activity across global fault lines. That's harder to build—and more durable to defend.

Is Singapore moving fast enough? What capabilities define the next competitive model? Join our masterclass on Singapore's strategic pivot. Our report maps the transition from efficiency-based to orchestration-based advantage—and what institutions, companies, and talent must build to stay ahead.



Dominant Forces and Scenario

Strategic foresight to help companies build and profit from the market scenarios ahead

Assess the Dominant Forces shaping the markets ahead



Prepare and profit from the 4 scenarios that will reshape the markets ahead

**AI-Human Integration
Readiness**

**Talent Marketplace
Infrastructure
Development**

**Economic Value Creation
and Measurement Models**

**Cross-border Talent Access
and Mobility**

**Strategic Stability and
Security**

