

ندوة

الذكاء الاصطناعي بين التبني وبناء القدرات: كيف يعيد تشكيل أسس التدريب والتطوير داخل المؤسسات

Webinar

FROM AI ADOPTION TO AI CAPABILITY: THE NEW MANDATE FOR L&D

Our Guest



Mohamed El Kholy

Cofounder of FoodQast | Former IBM
Senior Data Scientist & AI Capacity
Building Lead



THE PEOPLE BEHIND THE WEBINAR



The Host



Mahmoud Nabelsi

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Transformation Consultant



ABOUT VCL

VCL is a global consulting firm, part of the TTM Associates Group, dedicated to driving digital transformation and empowering organisations to thrive in the AI-driven economy. As a hub for technology, design, and entrepreneurial expertise, we deliver innovative solutions tailored to industry-specific challenges. Our focus is on fostering creativity, collaboration, and diverse expertise to redefine value creation for businesses, employees, and customers.

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around the world

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experience

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AGENDA

- 01 The AI Reality Check

- 02 AI: Skill or Organisational Capability?

- 03 How To Develop AI Capability

- 04 Q&A

01 THE AI REALITY CHECK

The Current Situation

AI PREDICTIONS OVER TIME

The Singularity Countdown

AI Capability	Who Predicted	Year Predicted	Achievement Year	Actual Achievement Year	Time Difference
Human-level speech recognition	Industry experts	~2010	By 2025	~2017 (Microsoft reached human parity)	~8 years early
Real-time language translation	Google researchers	~2014	By 2025	2020 (near-human quality with Google Translate Neural)	~5 years early
AI passes medical licensing exam	Medical AI researchers	~2018	By 2030	2022 (ChatGPT passed USMLE)	~8 years early
AI writes functional code	Software engineers	~2018	By 2030	2021 (GitHub Copilot)	~9 years early
AGI / Human-level AI	Expert surveys (2012–2013)	2012	By 2040–2050 (median)	Still not achieved, but estimates now 2027–2033	Timeline shrunk by 15–20 years

Artificial General Intelligence (AGI) at a "human level" refers to a hypothetical AI system that can match or exceed human cognitive abilities across virtually all domains

 The timeline keeps shrinking.

Every major prediction in this table was surpassed ahead of schedule, proving that even the world's leading experts consistently underestimated AI's pace.

AI PREDICTIONS OVER TIME

The Singularity Countdown



AI is probably the most important thing humanity has ever worked on. I think of it as something more profound than electricity or fire.

Google CEO Sundar Pichai

WHAT WE'RE SEEING RIGHT NOW

The AI Disruption

➤ AI Expectations

- Companies cutting roles after AI integration
- Customer service bots replacing call centres
- AI coding assistants reducing dev team sizes
- Content generation replacing junior writers
- Automated data analysis replacing analysts

➤ AI Reality

- Copy-pasting AI outputs without review
- Sharing confidential data with AI tools
- Over-reliance on AI without critical thinking
- Using AI for tasks that need human judgement
- No governance or policies around AI use

WHAT IS BEING REPLACED?

Key Job Characteristics Most Vulnerable to AI

Repetitive & Rule-Based Tasks

Data entry, scheduling, standard reporting, routine compliance checks

Content Creation at Scale

Templated writing, social media posts, basic translations, simple designs

First-Level Decision Making

Loan pre-approvals, basic diagnostics, tier-1 customer support



What's harder to replace:

Strategic thinking, complex problem-solving, creative leadership, relationship building, ethical judgment, contextual adaptation



You're not going to lose your job to an AI, but you're going to lose your job to someone who uses AI

Founder and CEO at Nvidia Jensen Huang

AI POWERED PRODUCTIVITY

How Can AI Support You Rather Than Replace You



Map

List your daily tasks and identify what AI could eventually handle.



Assess

Determine what must stay human.





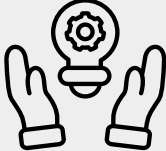
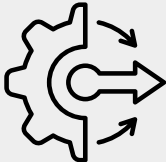
Prepare

Build the skills you'll need to manage AI

02 AI: SKILL OR ORGANIZATIONAL CAPABILITY?

The Difference & Implication

INDIVIDUAL SKILLFULNESS VS ORGANISATIONAL ADOPTION

Dimension	AI as an Individual Skill	AI as an Organizational Capability
 Career Risk	If AI gets it wrong, it's your career on the line. No policy protects you.	➔ The organisation shares the risk. Guidelines define what AI can and can't be used for.
 Data & Governance	Employees feed sensitive data into unapproved tools without realising the legal risk.	➔ Approved tools, clear data policies, and compliance built into the workflow.
 Culture & Adoption	Users feel like they're cheating. Non-users feel left behind. No shared standards.	➔ AI is the official way of working. Shared language, shared ethics, trained workforce.
 Process & Output	You speed up one step, while other processes are going at the same old pace. You reach bottlenecks faster.	➔ The entire value chain is redesigned to operate at AI pace. True transformation.

HOW IS AI DIFFERENT?

Not a digital skill. Not a behavioral skill. A paradigm shift.



Always Changing, Defies Traditional Curriculum

AI tools evolve monthly. What you learn today may become outdated in weeks



Adopted Before Regulated

People started using AI before policies, ethics, or governance caught up



Creates Fear & Uncertainty

Employees fear replacement. This emotional aspect is unique to AI



Overwhelming Capability Gap

Seeing what others do with AI creates functional frustration about outcomes



Democratizes Learning & Capability

AI gives every employee the power to upskill themselves, which requires constant tracking of workforce capabilities

AI IMPACT ON ORGANISATIONS

The organisation must step in and deliberately redesign all three:



Roles

Redefine job descriptions around AI-augmented outcomes.
Clarify the human value-add in every role.



Responsibilities

Create clear accountability frameworks for AI-assisted work.
Define who prompts, who reviews, who approves, who owns.



Expectations

Set new, fair performance standards that account for AI access levels, quality requirements, and human judgment.



L&D's new mandate is to equip employees to thrive in redefined roles and build the mindset to navigate new accountability models.

03 HOW TO DEVELOP AI CAPABILITY

The Multiple Dimensions of AI Skills

CURRENT MARKET TRENDS IN AI TRAINING

➤ Most Common

- Prompt Engineering Workshops
- Tool-specific Training (ChatGPT, Copilot)
- Technical AI/ML Courses
- AI Readiness Programs

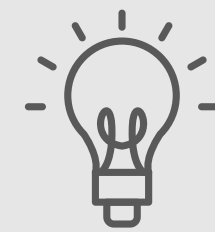
What Is Missing

- Role & function-specific AI programs
- AI leadership programs
- Critical thinking & AI judgment
- AI governance, ethics & responsible use
- Emotional & behavioural readiness

THE 4 DIMENSIONS OF AI

A Holistic Framework for Organisational AI Capability

TECHNOLOGICAL &
DIGITAL SKILLS



CREATIVE &
PROFESSIONAL SKILLS

INDUSTRY &
FUNCTIONAL SKILLS



LEADERSHIP &
BEHAVIOURAL SKILLS

THE 3 PHASES OF AI CAPABILITY BUILDING

A Phased Transformation



Assess & Design

Where are we now?

**AI Readiness
Assessment and
Tailored Program
Development**



Develop & Apply

How do we build the
capability?

**Programs Delivery and
Action Learning
Projects with Real
Impact**



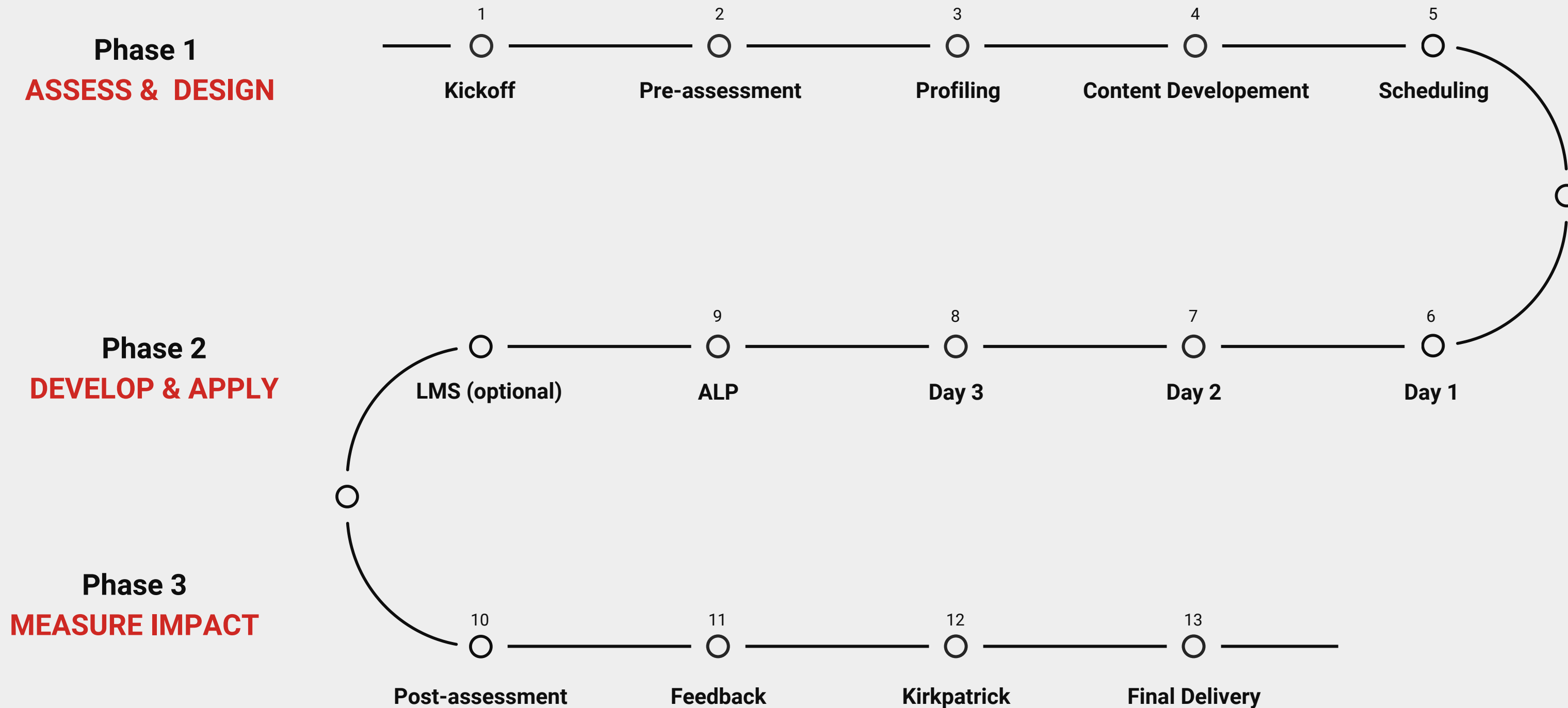
Measure Impact

Did it work and what's
next?

**Evidence-based AI
Readiness Report for
Executive Decision-
making**

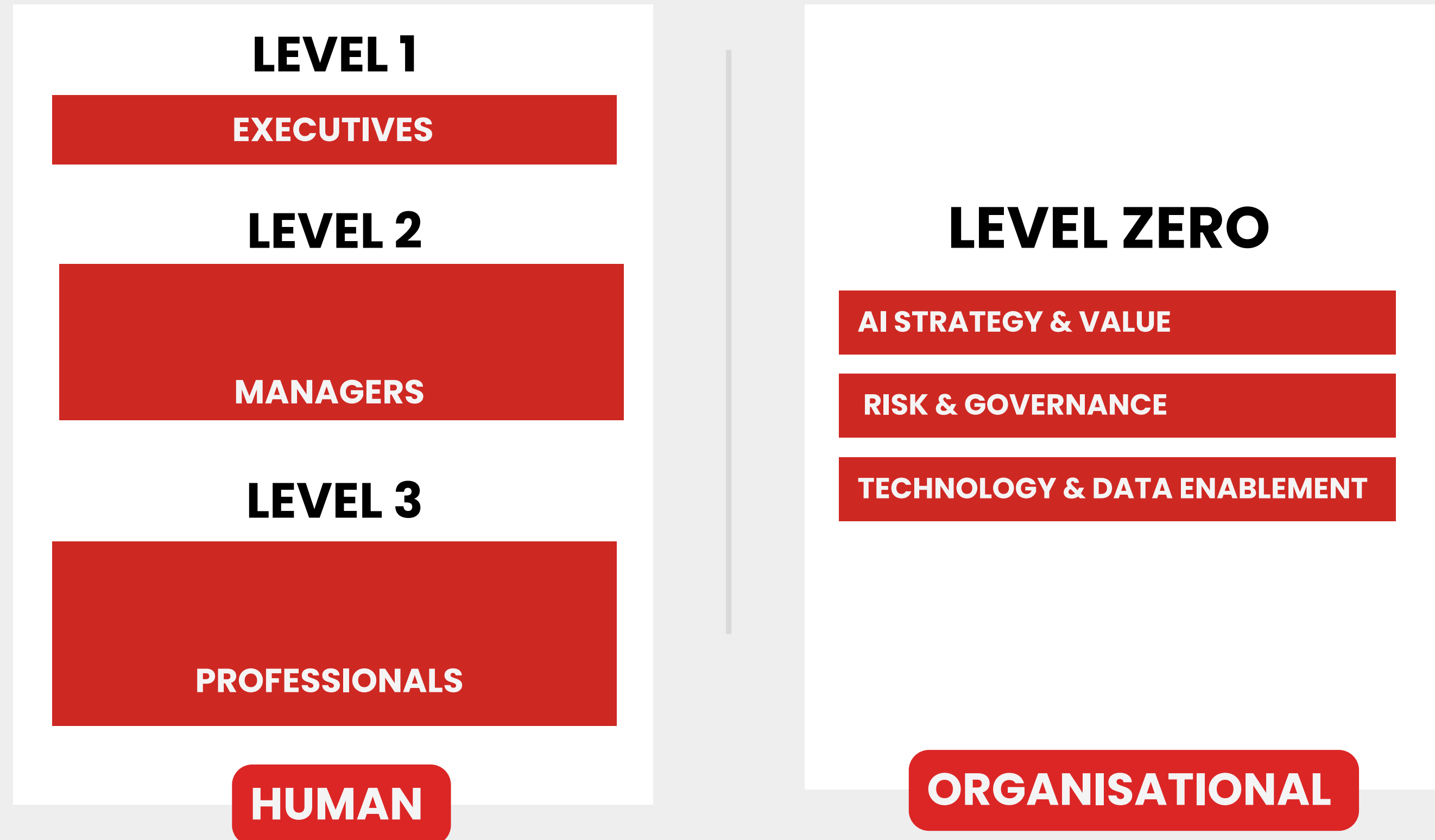
PROGRAM JOURNEY

An Example Of A Hands-On Program Delivery



BUILDING AI EXCELLENCE

Multi-Level Capability & Governance Framework



Executive AI Leadership Program

Shaping Strategy, Driving Transformation, Delivering Competitive Advantage

EXAMPLE OF LEVEL 1 PROGRAM



CREATIVE & PROFESSIONAL



- Strategic Vision
- Innovation Leadership

DIGITAL & TECHNICAL



- AI Fluency
- Data Mindset

INDUSTRY & FUNCTIONAL



- Enterprise Insight
- Business Priorities

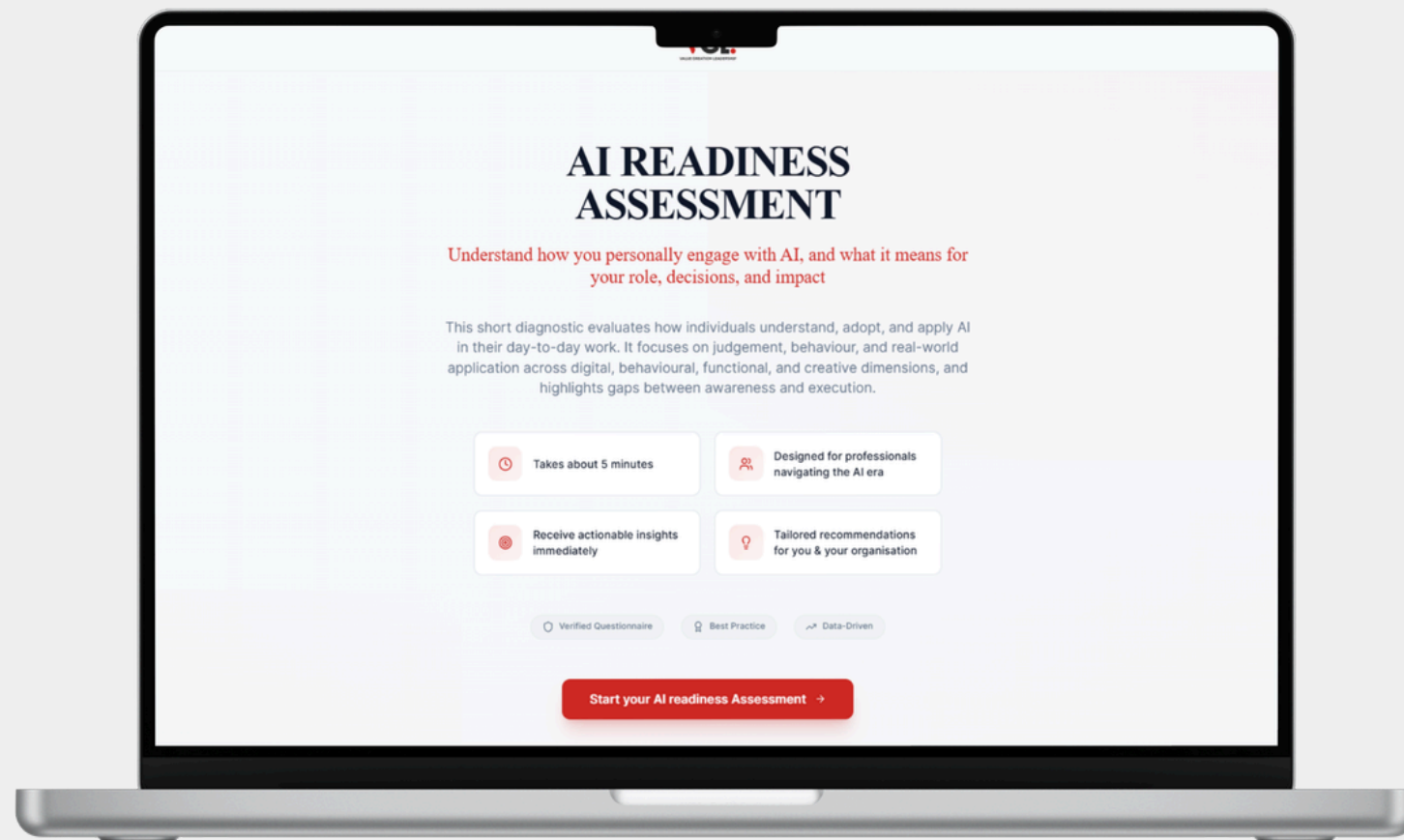
LEADERSHIP & BEHAVIOUR



- Governance Leadership
- Culture Shaping

COMPLEMENTARY TOOL

VCL Individual AI Readiness Assessment



Scan The QR Code

04 Q&A

Ask Us Anything

Thank You

Let's Keep In Touch!



Book A Free Consultation