ics
Innotec Creative Solutions

26 - 27 MARCH 2026

AI STRATEGIC INTEGRATION MASTERCLASS

FOR PUBLIC & PRIVATE SECTOR EXECUTIVES

HOLIDAY INN | BULAWAYO

Course Overview

Zimbabwe is developing the Smart Zimbabwe 2030 Masterplan, aiming for a digitally inclusive, knowledge-based, and globally integrated economy. State Enterprises and Parastatals (SEPs), like their private sector counterparts, are at a crucial point as technological changes accelerate. The rapid pace of technological change, particularly in AI, necessitates strategic engagement from SOEs. Proactive AI adoption is crucial for reducing the risk of widening the digital divide, increasing SOEs' local and global competitiveness, and ensuring that they deliver on their mandates. Facilitated by Professor Gabriel Kabanda, a global leader in the digital age, the programme will go beyond theory to help executives design a concrete, actionable institutional AI Policy Roadmap, covering the necessary Governance, Ethics, and Investment Strategy to deploy AI responsibly for national goals like optimising resources, streamlining procurement, and improving predictive infrastructure maintenance.

Course Dates	26 - 27 March 2026
Course Duration	2 days
Daily Starting Times	Registration opens at 08h00 and course starts at 09h00
Course Venue	Holiday Inn, Bulawayo
Delivery Mode	In-person expert-led presentations
Cuisine	Teas and lunches
Investment	Register and pay early to secure a seat: US$650 per delegate *Includes tuition, course materials, curated experiences, teas, and lunches.*
Programme Director	Tidings Chaitezvi **T** +263 772 368 225 / +263 242 339 641-2 **E** tidings.c@icsafricagroup.com
Programme Coordinator	Ntando Maphosa **T** +263 774 531 188 / +263 242 339 641-2 **E** ntando@icsafricagroup.com
Registration Contact	Alois Burutsa **T** +263 772 993 542 / +263 242 339 641-2 **E** alois@icsafricagroup.com

Course Purpose and Impact

Objectives

This Masterclass focuses on building a strategic foundation for AI integration by directly linking technological adoption to the national goals outlined in Vision 2030. Participants will move beyond simply learning how AI works to understanding why it is essential and what strategic role it plays in national transformation.

Expected Outcomes:

Upon completion of this course, participants will be able to:

- **Contextualise AI Integration:** Articulate the fundamental necessity of AI for achieving the socioeconomic and developmental milestones defined in Vision 2030.
- **Define Strategic Scope:** Identify and map the specific areas within critical sectors (e.g., finance, health, education, infrastructure) where AI offers the greatest potential for accelerating progress toward national goals.
- **Evaluate Risk vs. Reward:** Analyse the strategic benefits, ethical implications, and potential challenges of large-scale AI deployment within the context of your organisations, ensuring sustainable and responsible adoption in line with AI development agenda.
- **Translate Vision to Policy:** Translate broad national goals into concrete, actionable AI policies and initiatives that ensure technology is a direct enabler of Vision 2030 success.

Target Participants

Who Should Attend?

- Chief Executive Officers
- Managing Directors
- General Managers
- Chief Financial Officers
- Chief Operating Officers
- Chief Human Resources Officers
- Chief Technology Officers
- Chief Information Officers
- Chief Commercial Officers
- Chief Marketing Officers
- Chief Risk Officers

Course Content

DAY 1: Strategic Foundation and Responsible AI Governance

Focus: Understanding the executive mandate, aligning AI with national goals, and establishing ethical guardrails.

Module 1

The Executive Mandate: AI in the Context of National Development

- **The Global Africa AI Landscape:** Understand global AI trends and the positioning of African nations.
- **AI as a Strategic Enabler for Zimbabwe:** Align AI potential with Vision 2030, NDS1 objectives, and economic sovereignty goals.
- **Deep Dive: Zimbabwe's National AI Strategy (2026–2030):** Deconstruct the pillars and objectives of the national strategy and the role of executive leadership in implementation.
- **Demystifying AI for Leaders:** Differentiate between Machine Learning, Deep Learning, and Generative AI (Large Language Models) and their non-technical implications for policy and operations.
- **Interactive Session:** Executive Hype vs. Reality - Identifying realistic, high-impact AI opportunities.

Module 2

Identifying and Prioritising High-Impact Use Cases

- **SOE AI Use Case Identification:** Frameworks for identifying high-ROI AI projects that improve service delivery and customer experience/stakeholder value.
- **Sectoral Deep Dives (Zimbabwe Context):** Explore AI applications in priority sectors: Smart Agriculture (Climate resilience), Healthcare (Diagnostics), and Financial Inclusion.
- **Case Studies in African AI Adoption:** Analyse successful AI projects in comparable African SOEs (e.g., using drones for health supply chains, AI-driven tax compliance).
- **Activity - Use Case Prioritisation Matrix:** Delegates select and define three strategic AI projects for their department, linking them to specific NDS1 deliverables.

Module 3

Responsible AI, Ethics, and Cultural Alignment

- **Foundational Principles of Ethical AI (FAT):** Understand the core concepts of Fairness, Accountability, and Transparency in algorithmic decision-making.
- **AI and Zimbabwean Values - The Unhu/Ubuntu Framework:** Integrate the philosophical concepts of Unhu/Ubuntu (collective humanity, community welfare) into ethical AI design and deployment.
- **Bias and Inclusivity Mitigation:** Strategies for identifying and addressing algorithmic bias that could disproportionately affect marginalised or rural communities.
- **Human-in-the-Loop Oversight Models:** Design systems that mandate human review and intervention for high-stakes AI decisions.

Course Content

Module 4

The Regulatory and Governance Framework

- **Navigating the Regulatory Environment:** Overview of the Cyber and Data Protection Act and its application to AI-driven systems.
- **Global Best Practices in AI Governance:** Lessons from international frameworks (e.g., UNESCO, OECD) and how they can be localised.
- **Defining Accountability and Liability:** Establish clear lines of responsibility for AI system failures or unintended consequences within the SOE structure.
- **Deliverable:** Creation of an internal AI Governance Checklist.

DAY 2: Implementation Roadmap and Change Leadership

Focus: Data strategy, procurement, managing organisational change, and building an executive action plan.

Module 5

Data as a National Asset and Infrastructure

- **Data Governance and Quality:** Establish protocols for data collection, cleaning, security, and lifecycle management essential for training robust AI models.
- **The Role of the National AI and Data Platform:** Understand how to access, contribute to, and leverage the national data infrastructure for departmental AI projects.
- **Data Sovereignty and Security:** Implement measures to ensure the protection and security of sensitive public data in accordance with national laws.
- **Data Sharing and Interoperability:** Strategies for cross-departmental data collaboration to unlock national-level insights and break down organisational silos.

Module 6

AI Procurement, Partnership, and Investment

- **The AI Project Management Cycle:** Walkthrough the stages of an AI project: Ideation, Proof-of-Concept, Pilot, and Scaling.
- **Build vs. Buy Strategic Decisions:** Criteria for deciding whether to develop AI solutions in-house or procure commercial tools and services.
- **Procurement of AI Technologies:** Navigating legal and financial processes for acquiring complex AI systems. Assessing vendor ethics and long-term viability.
- **Fostering the Local AI Innovation Ecosystem:** Strategies to collaborate with Zimbabwean universities, local start-ups, and innovation hubs to customise solutions and build capacity.

Course Content

Module 7

Leading Organisational Change and Upskilling

- **Executive Leadership in the Age of AI:** Skills and mindset required to lead digital transformation and foster a culture of agile adaptation and experimentation.
- **Managing Workforce Transformation:** Strategies for transparently communicating the impact of AI on jobs, focusing on augmentation rather than automation.
- **AI Literacy and Skills Strategy (Nzwisiso Campaign):** Develop plans to rapidly scale AI literacy across the department, ensuring no team or individual is left behind.
- **Activity - Stakeholder Engagement Planning:** Developing a communication strategy to gain buy-in from staff, citizens, and political leaders.

Module 8

Developing the Executive AI Action Plan

- **Measuring Success - AI KPIs for SOEs:** Define non-technical key performance indicators (KPIs) focused on service improvement, efficiency gains, and stakeholder and/or customer trust.
- **Resource Mobilisation and Budgeting:** Techniques for allocating funds and securing investment for prioritised AI initiatives.
- **Final Presentation & Peer Review:** Groups present their condensed, strategic 90-Day AI Integration Action Plan.
- **Commitment and Next Steps:** Final Q&A and commitment to the immediate next steps to drive AI adoption within SOEs.

Facilitator Profile

PROFESSOR GABRIEL KABANDA

D.Sc., Ph.D., M.Sc., B.Sc., FASI, FZAS

A Distinguished Scholar, Innovator, and Leader in the Digital Age

Professor Gabriel Kabanda, D.Sc., Ph.D., M.Sc., B.Sc., is a globally distinguished scholar, Full Professor, and strategic academic leader whose career spans over 38 years across academia, research, and executive management. Currently serving as Head of Doctoral Programmes at the University of KwaZulu-Natal's Graduate School of Business and Leadership, he has previously held senior roles, including Pro-Vice Chancellor at Zimbabwe Open University and Professor of Applied Business Informatics at the University of Zimbabwe.

His scholarly contributions include over 150 publications, 100 international conference presentations, and supervision of more than 20 doctoral theses. Professor Kabanda's research spans Artificial Intelligence, Cybersecurity, Blockchain, Big Data, Analytics, and Educational Technology, with notable works on Bayesian networks, reinforcement learning, and metaverse-based architectures. He is a Certified Resilience Researcher and Country Co-Investigator for Zambia and Zimbabwe in the GLOBE 2020 Project, a global leadership study.

Internationally recognised, he received the Innovation Award in AI and Big Data Analytics (2024) and the International Lifetime Achievement Award in Education (2025) from the London School of Digital Business. He holds fellowships with the Zimbabwe Academy of Sciences, African Scientific Institute, and serves on editorial boards of more than 10 international journals.

Professor Kabanda's integrative leadership combines visionary academic strategy, technological innovation, and global collaboration. His work continues to shape higher education policy, digital transformation, and sustainable development across Africa and beyond.