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COURSE BROCHURE

Industry 4.0 Leadership for Operations Managers Training Course

11 – 15 January 2027
Vienna

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Industry 4.0 Leadership for Operations Managers is a 1-week training course for plant, logistics and service operations managers who lead people through automation, connected equipment and data-driven work, and it produces an Automation Workforce Transition Plan. Sensors, robots and analytics are reshaping frontline jobs faster than most job descriptions can follow. This course on Industry 4.0 Leadership is delivered by Jupiter Prime Training.

Why Industry 4.0 Leadership Matters Now

Three forces make industry 4.0 leadership an operations priority: connected machines and analytics changing how shifts are run, frontline staff anxious about which tasks automation will absorb, and skills shortages in maintenance, data and controls. An operations manager who explains changes early, redesigns roles and reskills people keeps output stable through the transition. One who treats automation as a purely technical project faces resistance, idle equipment and lost know-how. The course rests on the Reference Architectural Model Industrie 4.0 RAMI 4.0, the ISA-95 enterprise-control integration model and the ADKAR change model Awareness, Desire, Knowledge, Ability, Reinforcement.

Who Gains Most from Industry 4.0 Leadership

- Operations managers responsible for plants, warehouses or service centres adopting automation
- Shift and production leads whose teams now work beside robots or connected equipment
- Maintenance managers moving from reactive repair to condition-based and predictive work
- Continuous improvement leads linking lean routines with real-time operational data
- Operations HR partners planning reskilling and role changes for frontline staff

A site leadership group that sends its operations, maintenance and HR leads together gains most, because they can agree one workforce transition approach for the next automation step.

Industry 4.0 Leadership Capabilities

Participants leave able to lead frontline people through connected and automated operations rather than leaving the change to engineers alone.

- Assess digital maturity of an operation using the RAMI 4.0 layers — site leadership
- Apply task-level automation mapping to see which activities shift to machines — affected staff
- Design human-machine roles and adaptive shift structures — frontline teams
- Build reskilling pathways for operators, technicians and supervisors — HR and learning partners
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Weigh ethical and safety questions in sensor monitoring and algorithmic scheduling — employee representatives
- Communicate automation changes through the ADKAR stages — operators and shift leads

Key Industry 4.0 Leadership Terms

- Industry 4.0 — the use of connected sensors, automation, analytics and AI to run physical operations through real-time data.
- RAMI 4.0 — a reference architecture describing Industry 4.0 systems across layers, life cycle stages and hierarchy levels.
- ISA-95 — an international model defining how business systems and plant control systems exchange information.
- Cobot — a collaborative robot designed to work safely beside people on shared tasks.
- Digital twin — a live virtual model of an asset or process used to test changes before applying them.
- Reskilling pathway — a planned sequence of learning and practice moving a worker from a current role to a new one.

Industry 4.0 Leadership Day by Day

Day 1: The Connected Operation

- RAMI 4.0 Layers — Locating Current Digital Maturity of the Site
- ISA-95 Information Flows — Connecting Plant Data With Business Systems
- Automation Use Case Scan — Spotting Robotics, Sensor and Analytics Opportunities
- Frontline Sentiment Pulse — Gauging Worker Concerns About Automation
- Leadership Digital Fluency Check — Identifying Personal Knowledge Gaps

Day 2: Human-Machine Work Design

- Task-Level Automation Mapping — Separating Machine, Human and Shared Tasks
- Cobot Workstation Design — Balancing Safety, Ergonomics and Throughput
- Adaptive Shift Structures — Redesigning Crews Around Connected Equipment
- Digital Twin Trials — Testing Process Changes Before Live Rollout
- Role Profile Redesign — Defining Operator and Technician Responsibilities

Day 3: Reskilling and Capability

- Skills Gap Heat Map — Comparing Current and Future Frontline Skills
- Reskilling Pathway Design — Sequencing Learning for Operators and Technicians
- Predictive Maintenance Capability — Moving Crews From Reactive to Condition-Based Work
- Peer Learning Champions — Spreading Digital Know-How on the Floor
- Knowledge Capture Routines — Preserving Expert Experience Before Retirements

Day 4: Ethics, Safety and Change

- Sensor Monitoring Ethics — Agreeing Limits on Worker Data Use
- Algorithmic Scheduling Fairness — Reviewing Automated Rota Decisions
- Functional Safety Awareness — Leading Safe Changes to Automated Lines
- ADKAR Change Roadmap — Moving Staff From Awareness to Reinforcement
- Union and Works Council Dialogue — Consulting Early on Role Changes

Day 5: Practising the Workforce Transition Plan

- Automation Rollout Simulation — Applying Task Mapping in a Food Manufacturing Case
- Warehouse Robotics Case — Testing Shift Redesign and Communication Choices
- Reskilling Budget Exercise — Prioritising Pathways Under Constraint
- Peer Challenge Panel — Reviewing Ethics and Safety Safeguards
- Automation Workforce Transition Plan — Completing Roles, Skills and Change Steps

Applying Industry 4.0 Leadership After the Course

- Run a task-level automation mapping session with one shift team and agree which tasks will change first.
- Build a skills gap heat map for the site and share two priority reskilling pathways with the HR partner.

Industry 4.0 Leadership Questions FAQ

What is Industry 4.0 Leadership and why does it matter now?

Industry 4.0 Leadership is leading people through connected equipment, automation and data-driven operations. It matters now because sensors, robots and analytics are changing frontline jobs faster than most organisations can retrain and redesign roles.

Which roles gain most from Industry 4.0 Leadership training?

Operations managers, shift and production leads, maintenance managers, continuous improvement leads and operations HR partners gain most, with cases drawn from food manufacturing and warehouse logistics.

How does Industry 4.0 Leadership differ from an AI strategy course for executives?

Industry 4.0 Leadership focuses on frontline operations, human-machine roles, reskilling and safe change on the floor. An AI strategy course for executives centres on portfolio choices and enterprise investment; this course leads the people who run the equipment.

What do you bring back from Industry 4.0 Leadership training?

You bring back a digital maturity view, task-level automation maps, redesigned role profiles, a skills gap heat map, reskilling pathways and a workforce transition plan.

Industry 4.0 Leadership: The Way Forward

The Automation Workforce Transition Plan first informs how an operations manager sequences the next automation step and the roles it changes. Site managers use it to brief crews, HR partners use it to fund reskilling, and safety leads check its safeguards. After the first rollout, revisit the task maps, since live equipment often shifts work in ways the plan did not foresee.