

# IMMINENT CHALLENGES OF IR4.0

# Greater Income Inequality

- Segregated job markets



Low-skilled/low-pay  
vs  
High-skilled/high-pay

- Concentration of wealth



Concentration of knowledge and skills



**Social Tension**

# IMPACT ON HUMAN CAPACITY

Human Dignity

Compassion

Fairness

Cooperation

Stewardship

# WEF GLOBAL AGENDA COUNCIL 2014-2016

*“ Today, society faces the mammoth task of creating 1.5 billion new livelihoods by 2050 while at the same time exceeding the planet’s crucial ecological limits. With the start of the Fourth Industrial Revolution, human progress may either suffer through a catastrophic setback or experience a positive transformation.*

*What will make the difference?”*

## VALUES

# VALUES

PROGRESS PRIDE INTEGRITY SUPPORT  
ACCOUNTABILITY TEAMWORK TRUST  
RESPECT COURAGE LEADERSHIP DIVERSITY  
HONESTY PASSION COMMUNICATION  
INTEGRITY HONESTY  
LEADERSHIP RESPECT  
QUALITY COMMITMENT RELIABILITY  
PERFECTION VISION PROGRESS CARE  
POTENTIAL EXCELLENCE OPENNESS  
SUPPORT CONFIDENCE SIMPLICITY

# SPIRITUALITY AND BUSINESS

## Spiritual Capital

Professor Robert Fogel 1999

Immaterial Assets in society

**Work ethics- Family ethics- Religious/moral teachings**



enrich economic development

# The Benefits of Values-Based Leadership

- Enhance motivation and work place engagement
- Increase talent retention and reduce staff turnover
- Generate higher level of customer satisfaction
- Create higher performing teams and increased sales

# Role Models

**Knut Kjaer CEO(1997-2008)**



**Norges Bank Investment Management (NBIM)**

**\$328 billion**

# A Holistic Model of Leadership Development



The Seerah of Prophet Muhammad ﷺ has been a revered source of religious knowledge and moral teaching. It can also become a valuable source for human resource development and learning organisational leadership skills.

**“Dreamers and Visionaries Make Civilization”**

A landscape photograph showing rolling green hills under a bright sun. The sun is positioned on the left side of the frame, creating a strong lens flare and casting long, golden rays across the hills. The sky is a clear, vibrant blue with a few wispy clouds. The overall scene is bright and optimistic.

Thank You