

AI Tutors – Leadership Academy

Candidates for the BSB40620 Certificate IV in Leadership & Management via RPL (Recognition of Prior Learning) can use AI Tools like ChatGPT, Claude and Grok as AI Tutors in three highly effective ways, with one advanced strategy that elite leadership trainers might employ.

1. On-Demand Concept Simplification and Practice

AI tools like ChatGPT, Claude or Grok can instantly break down complex leadership and management concepts—such as delegation frameworks, SMART goals, or conflict resolution into easy-to-understand explanations. Candidates can ask for examples, request clarification, and practice applying these tools to custom workplace scenarios, reinforcing learning through interactive dialogue.

2. Evidence Creation and Portfolio Preparation

Candidates can use AI tools to draft competency-based evidence statements for RPL, map their work experience to unit requirements, and generate templates for third-party reports or work samples. AI tools can also help organise an RPL portfolio by suggesting clear structures and document naming conventions, making the evidence collection process systematic and efficient.

3. Elite Strategy: Simulated “Shadow Board” Leadership Challenges

Top leadership developers use “shadow boards” which are groups of emerging leaders who tackle real executive-level problems and present solutions to senior management. Candidates can ask ChatGPT, Claude or Grok to simulate a “shadow board” experience by generating complex, multi-layered leadership challenges drawn from real-world business dilemmas. AI tools can role-play as team members, stakeholders, or even a board, allowing students to practice influencing, decision making, and presenting solutions at an executive level; skills rarely developed in standard coursework but critical for high-impact leadership.

By focusing on these three strategies, program participants and candidates for RPL leadership qualifications can maximise their learning, build a robust RPL evidence portfolio, and gain advanced leadership capabilities that set them apart in their careers.