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COURSE BROCHURE

# Team Growth Initiative Leadership and Trend Scanning Training Course

26 – 30 April 2027
Madrid

# Team Growth Initiative Leadership and Trend Scanning Training Course

**Ref:** 2670_101757 **Date:** 26 – 30 April 2027 **Location:** Madrid **Fees:** 5600 GBP

Team Growth Initiative Leadership and Trend Scanning is a 1-week training course for middle and senior managers who must read signals of change early and convert them into growth initiatives their teams can carry, producing a Team Growth Initiative Roadmap. Customer needs and skills now shift faster than annual plans. Jupiter Prime Training offers this course on Team Growth Initiative Leadership and Trend Scanning.

## Why Team Growth Initiative Leadership and Trend Scanning Matters Now

Three forces press on managers at unit level. Customers change what they value between budget cycles, new digital methods alter how services are produced, and the skills a team needs drift away from the skills it has. A unit that scans its horizon, filters weak signals and backs a small number of well-shaped growth bets keeps its relevance and its talent. A unit that waits inherits targets it cannot meet. The course rests on horizon scanning, scenario thinking and staged initiative funding, described in plain practice terms.

## Who Gains Most from Team Growth Initiative Leadership and Trend Scanning

- Managers responsible for the future direction and growth targets of a department or unit
- Heads of service lines who decide which new offers or improvements a team pursues
- Middle managers who translate corporate ambitions into initiatives their teams own
- Senior specialists who lead small growth squads alongside their technical work
- Business partners who help shape and fund initiatives

Leadership teams of one division gain most when several members attend together and leave with one shared signal list.

## Team Growth Initiative Leadership and Trend Scanning Capabilities

Participants move from noticing change to steering team-level growth bets with owners and stop rules.

- Assess emerging signals for relevance, speed and impact on the unit — leadership team agenda
- Build two contrasting futures for the team's market or service — direction setting
- Design growth initiatives with a hypothesis, owner and first milestone — sponsor approval
- Weigh initiatives against capacity and skills gaps — resourcing choices
- Specify the future capabilities the team must grow — development investment
- Communicate a forward direction that links signals to initiatives — team and sponsor buy-in

## Key Team Growth Initiative Leadership and Trend Scanning Terms

- Weak signal — an early, partial sign of change that may grow into a trend affecting the unit's work or customers.
- Horizon scan — a regular search for developments that could reshape a team's market, methods or skills.
- Growth initiative — a bounded effort with an owner, hypothesis and milestones that aims to expand what a team delivers.
- Initiative hypothesis — a testable statement of the customer or operational gain an initiative expects and how it will be shown.
- Capability gap — the difference between the skills a team holds today and those its chosen future requires.
- Stage gate — a planned decision point where an initiative is continued, reshaped or stopped based on evidence gathered.

## Team Growth Initiative Leadership and Trend Scanning Day by Day

### Day 1: Reading the Unit's Horizon

- Signal Source Map — Where Managers Look for Early Change
- Customer Shift Interviews — Which Needs Are Moving Fastest
- Weak Signal Log — What Deserves a Second Look
- Impact and Speed Grid — Which Signals Reach the Team First
- Assumption Audit — Which Current Beliefs Need Testing

### Day 2: Picturing Futures for the Team

- Two-Axis Scenario Sketch — Contrasting Futures for the Service
- Future Day-in-the-Life Narrative — How Work Changes for Staff
- Implication Wheel — Second-Order Effects on Workload and Roles
- Direction Statement Draft — Where the Team Heads Next
- Sponsor Expectation Map — Whose Ambitions the Direction Must Serve

### Day 3: Shaping Growth Initiatives

- Opportunity Framing Canvas — Turning Signals into Initiative Ideas
- Initiative Hypothesis Card — Expected Gain and Evidence Needed
- Small-Bet Sizing — How Much Effort to Commit Early
- Initiative Owner Charter — Who Leads and With What Authority
- Stage Gate Criteria — When to Continue, Reshape or Stop

### Day 4: Growing Future Team Capability

- Future Skills Inventory — Gaps Between Today and the Chosen Direction
- Stretch Assignment Design — Building Skills Through Initiative Roles
- Capacity Release Review — Work to Stop to Fund Growth
- Initiative Portfolio Balance Chart — Spreading Risk Across Bets
- Progress Narrative for Sponsors — Keeping Support Through Uncertainty

## Day 5: Practising the Team Growth Initiative Roadmap

- Signal-to-Initiative Trace — Linking Day 1 Signals to Chosen Bets
- Scenario Stress Test — Checking Initiatives Against Both Futures
- Capability Build Sequence — Matching Skills Growth to Milestones
- Peer Challenge Panel — Sharpening Hypotheses and Stop Rules
- Team Growth Initiative Roadmap — Final Version for Sponsor Review

## Applying Team Growth Initiative Leadership and Trend Scanning After the Course

- Run a monthly horizon scan with the team using the weak signal log.
- Launch one small growth bet with a written hypothesis card, a named owner and its first stage gate date agreed with the sponsor.

## Team Growth Initiative Leadership and Trend Scanning Questions FAQ

### What is Team Growth Initiative Leadership and Trend Scanning and why does it matter now?

It is the practice of spotting early signals of change and turning them into growth initiatives a team can own. It matters now because customer needs, methods and skills shift faster than yearly plans, and units that act early keep relevance and talent.

### Which roles gain most from Team Growth Initiative Leadership and Trend Scanning?

Middle and senior managers who set a unit's direction gain most. Heads of service lines and specialists leading growth squads also apply the methods directly.

### How does Team Growth Initiative Leadership and Trend Scanning differ from corporate foresight or change courses?

It works at team and unit level rather than enterprise level. Foresight courses build long-range futures for whole organisations; this course helps you choose and fund your own team's next growth bets.

### What do you bring back from Team Growth Initiative Leadership and Trend Scanning?

You bring back a growth roadmap ready for your sponsor. It links scanned signals to two or three initiatives, each with a hypothesis, owner and stage gates.

## Team Growth Initiative Leadership and Trend Scanning: The Way Forward

The Team Growth Initiative Roadmap first informs which growth bet the unit funds this quarter. Managers use it with sponsors and initiative owners, and staff use it to see which skills they should build next. After the first stage gate, revisit the signal list: the trends that moved fastest may not be the ones first expected.