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COURSE BROCHURE

# Learning Agility Assessment and Stretch Assignment Design Training Course

6 – 10 September 2027
Milan

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**Ref:** 865_32764 **Date:** 6 – 10 September 2027 **Location:** Milan **Fees:** 6200 GBP

Learning Agility Assessment and Stretch Assignment Design is a 1-week training course for HR business partners, talent and L&D specialists, and each participant completes a Stretch Assignment Portfolio for High Potentials. Roles now change faster than job descriptions, so organisations need evidence of who adapts quickly and deliberate on-the-job experiences that grow that adaptability. Jupiter Prime Training offers this course to talent specialists.

## Why Learning Agility Assessment and Stretch Assignment Design Matters Now

Three forces shape this subject today: automation reshaping job content, flatter structures offering fewer promotion steps, and successors who must be ready sooner. Organisations that read learning agility well place emerging leaders into unfamiliar challenges at the right moment and retain them; those that confuse current performance with potential promote the wrong people and burn out the right ones. The course rests on ISO 30422:2022 for learning and development processes and on ISO 10015:2019 for competence management and people development guidance.

## Who Gains Most from Learning Agility Assessment and Stretch Assignment Design

- Specialists who run talent reviews and potential calibration panels
- Partners who advise line leaders on succession and job rotation
- Designers who build experiential development journeys for emerging leaders
- Specialists who select and interpret psychometric and behavioural evidence
- Coordinators who track high potential pools and mobility moves

A talent function gains most when its talent review owner and its development designer attend together and agree one shared language for potential and stretch.

## Learning Agility Assessment and Stretch Assignment Design Capabilities

The outcomes move participants from spotting adaptable people to engineering the experiences that make them more adaptable.

- Assess learning agility across mental, people, change and results dimensions — talent review panels
- Distinguish potential from current performance using multiple evidence sources — succession decisions
- Design stretch assignments graded by novelty, ambiguity and visibility — line sponsors
- Build reflection routines and after-action prompts into live assignments — emerging leaders
- Specify feedback seeking behaviours and the cues that reinforce them — direct supervisors

- Calibrate the risk of each stretch move against business continuity — function heads

## Key Learning Agility Assessment and Stretch Assignment Design Terms

- Learning agility — the willingness and ability to learn from experience and apply that learning in new, unfamiliar situations
- Stretch assignment — a real work challenge deliberately beyond a person's current capability, chosen to accelerate development
- Derailer — a behaviour that limits a capable person's progress once role demands shift, such as rigidity or over-control
- Nine-box grid — a talent matrix placing people by current performance against assessed potential for calibration discussions
- After-action review — a short structured debrief asking what was intended, what happened, why, and what changes next
- Feedback seeking — actively requesting input on one's own behaviour and results, rather than waiting for formal appraisal

## Learning Agility Assessment and Stretch Assignment Design Day by Day

### Day 1: Potential, Adaptability and the Talent Context

- Shifting Role Demands — Why Past Performance Predicts Less
- Performance Versus Potential — Separating Two Talent Questions
- Learning Agility Dimensions — Mental, People, Change and Results
- Common Derailers — Signals That Capable Staff Will Stall
- ISO 30422:2022 Process View — Positioning Agility Within Development

### Day 2: Gathering Evidence of Learning Agility

- Behavioural Event Interviews — Probing How People Learned From Firsts
- Self-Report Agility Inventories — Choosing and Interpreting Instruments
- Multi-Rater Agility Observations — Collecting Line Manager Evidence
- Nine-Box Calibration Panels — Challenging Placement Bias Openly
- Agility Evidence Dossier — Weighing Sources Before Talent Decisions

### Day 3: Engineering Stretch Assignments

- Developmental Heat Model — Novelty, Ambiguity and Visibility Levels
- Assignment Types Catalogue — Turnarounds, Start-Ups and Cross-Function Moves
- Sponsor and Mentor Roles — Who Supports Each Stretch Move
- Risk and Continuity Grid — Protecting Operations During Stretch Moves
- Hospital and Energy Cases — Stretch Moves in Two Sectors

### Day 4: Reflection Habits and Feedback Seeking

- After-Action Review Routines — Turning Experience Into Lessons
- Reflection Journals and Prompts — Building a Weekly Learning Habit
- Feedback Seeking Scripts — Making Requests Specific and Frequent
- Psychological Safety Cues — Leader Behaviours That Invite Input
- ISO 10015:2019 Guidance — Linking Competence Records to Experience

## Day 5: Practising the Stretch Assignment Portfolio

- Agility Profiles for Two Candidates — Applying Day Two Evidence
- Matching Assignments to Profiles — Applying the Heat Model
- Embedded Reflection and Feedback Plan — Applying Day Four Routines
- Progress Indicators and Review Points — Judging Assignment Impact
- Stretch Assignment Portfolio — Finalising Moves for the High Potential Pool

## Applying Learning Agility Assessment and Stretch Assignment Design After the Course

- Run a nine-box calibration panel that weighs agility evidence from interviews and multi-rater observations, not only appraisal ratings.
- Launch one graded stretch assignment with a sponsor, a fortnightly after-action review and a feedback seeking routine.

## Learning Agility Assessment and Stretch Assignment Design Questions FAQ

### What is Learning Agility Assessment and Stretch Assignment Design and why does it matter now?

It is the practice of measuring how quickly people learn from new experience and then designing work challenges that grow that ability. It matters now because roles change faster than formal development plans can follow.

### Which roles gain most from Learning Agility Assessment and Stretch Assignment Design?

HR business partners, talent specialists and L&D designers who run talent reviews, succession planning and experiential development gain most.

### How does Learning Agility Assessment and Stretch Assignment Design differ from a coaching skills course?

It focuses on assessing potential and designing on-the-job experiences for high potential pools. A coaching skills course develops the one-to-one conversation skills a leader uses with any team member.

### What do you bring back from Learning Agility Assessment and Stretch Assignment Design?

You return with agility profiles, graded stretch moves and built-in reflection and feedback routines for your high potential pool.

## Learning Agility Assessment and Stretch Assignment Design: The Way Forward

The Stretch Assignment Portfolio for High Potentials first informs which emerging leaders take which unfamiliar challenge next, and with what support. Talent review panels use it for calibration, line sponsors use it to run each move, and L&D designers use it to schedule reflection points. After the first round of moves, it is worth revisiting whether the agility evidence predicted who actually grew.