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Advanced High Potential (HiPo) Talent Acceleration Training Course

30 November – 11 December 2026
Madrid

Advanced High Potential (HiPo) Talent Acceleration Training Course

Ref: 935_35382 **Date:** 30 November – 11 December 2026 **Location:** Madrid **Fees:** 9500 GBP

High Potential HiPo Talent Acceleration is a 2-week advanced training course for identified high potentials and the talent managers who steer them, built around one work product: an individual acceleration plan. As organisations thin their middle layers and face sharper succession gaps, the speed at which emerging leaders absorb enterprise-level judgement now shapes continuity at the top. This course on HiPo talent acceleration is delivered by Jupiter Prime Training.

Why HiPo Talent Acceleration Matters Now

Three forces shape HiPo talent acceleration today: flatter structures that remove the gradual promotion ladder, faster business-model change that rewards learning agility over tenure, and boards that expect visible succession depth for critical roles. Organisations that accelerate high potentials deliberately retain scarce future leaders and fill pivotal roles from within; those that leave growth to chance lose emerging talent to rivals or promote people into roles they cannot yet carry. The course draws on the 70-20-10 development model, the nine-box performance and potential grid, 360-degree feedback and the leadership pipeline view of role transitions.

Who Gains Most from HiPo Talent Acceleration

- Emerging leaders identified for accelerated growth who are preparing for a first enterprise-wide role
- Talent managers responsible for potential assessment, talent pools and succession slates
- Line leaders who design stretch assignments and judge readiness for the next role
- Leadership development specialists who build development journeys for high-potential cohorts
- Executive sponsors and mentors who open doors and give candid career feedback

The greatest gain comes when a talent manager attends alongside two or three high potentials from the same business, so that potential criteria, stretch choices and sponsor roles are agreed in one shared language.

HiPo Talent Acceleration Capabilities

Participants leave able to turn a potential label into a deliberate growth path, with stretch, feedback and sponsorship working together rather than in isolation.

- Assess learning agility and derailment risk using evidence rather than reputation — talent review panels
- Design stretch assignments that test enterprise judgement at controlled risk — line leaders and sponsors
- Apply enterprise thinking to trade-offs between business units — senior leadership forums
- Build sponsor and mentor relationships with clear mutual expectations — executive sponsors
- Calculate readiness gaps against the demands of a target role — succession planning decisions
- Communicate an acceleration plan with milestones and feedback points — talent managers and line leaders

Key HiPo Talent Acceleration Terms

- High potential HiPo — an employee judged able to grow into significantly larger roles faster than peers, based on ability, aspiration and engagement.
- Learning agility — the willingness and ability to learn from new experience and apply those lessons quickly in unfamiliar situations.
- Stretch assignment — a deliberately chosen role, project or task beyond current capability that builds new judgement under real stakes.
- Sponsor — a senior leader who uses personal influence to advocate for a high potential and open access to visible opportunities.
- Derailment — the stalling or failure of a promising career, often caused by overused strengths, narrow experience or weak relationships.
- Readiness gap — the distance between current demonstrated capability and the experience a target role requires.

HiPo Talent Acceleration Day by Day

Day 1: The Case for Accelerated Talent

- Leadership Pipeline Transitions — Where Succession Breaks Down Between Levels
- Critical Role Mapping — Which Positions Need a Ready Successor First
- Talent Market Forces — Retention Risk for Scarce Future Leaders
- Build Versus Buy Leadership Choices — Internal Growth Against External Hiring
- Acceleration Charter — Scope and Purpose of the Individual Plan

Day 2: Defining and Spotting Potential

- Ability, Aspiration and Engagement Lens — Separating Potential From Current Performance
- Nine-Box Performance and Potential Grid — Placing People in Talent Pools
- Calibration Panels — Reducing Bias in Potential Ratings
- Potential Indicators Checklist — Evidence Talent Reviews Should Require
- Transparency of HiPo Status — Telling or Not Telling Candidates

Day 3: Learning Agility in Depth

- Learning Agility Dimensions — Mental, People, Change and Results Agility
- Self-Awareness Profiling — Spotting Blind Spots Before They Derail Careers
- After-Action Reflection Routine — Turning Experience Into Transferable Lessons
- Feedback-Seeking Behaviour — Building Habits That Speed Growth
- Agility Evidence Log — Proof of Adaptation for Readiness Reviews

Day 4: Derailment and Its Early Signals

- Overused Strengths Analysis — When Past Success Becomes a Liability
- Derailer Profiles Under Pressure — Behaviours That Surface in Stretch Roles
- Relationship Breadth Audit — Narrow Networks as a Career Risk
- Early Warning Indicators — When Talent Managers Should Intervene
- Recovery Conversations — Resetting a Stalled High-Potential Journey

Day 5: Enterprise Thinking

- Enterprise Versus Functional Mindset — Trading Local Wins for Group Outcomes
- Value Chain Mapping — How Units Depend on Each Other
- Strategic Trade-Off Framing — Choosing Between Competing Unit Priorities
- Financial Acumen for Rising Leaders — Reading Margin, Cash and Capital
- Cross-Unit Case Simulation — Energy and Healthcare Portfolio Choices

Day 6: Designing Stretch Assignments

- 70-20-10 Development Model — Balancing Experience, Exposure and Formal Learning
- Stretch Assignment Typology — Turnarounds, Start-Ups, Scale-Ups and Cross-Border Roles
- Risk-Controlled Stretch Design — Protecting the Business While Testing Judgement
- Assignment Debrief Protocol — Capturing What a Role Taught
- Rotation Sequencing — Ordering Experiences for Fastest Readiness

Day 7: Sponsors, Mentors and Networks

- Sponsor Versus Mentor Roles — Advocacy Against Advice in Career Growth
- Sponsor Contracting Conversation — Mutual Expectations and Visible Opportunities
- Stakeholder Influence Mapping — Building Allies Across the Organisation
- Reverse Mentoring — Giving Senior Leaders Fresh Perspectives
- Network Diversity Review — Reaching Beyond the Home Function

Day 8: Feedback and Readiness Evidence

- 360-Degree Feedback Design — Rater Choice and Question Focus
- Readiness Gap Assessment — Comparing Capability With Target Role Demands
- Development Centre Exercises — Observed Evidence for Promotion Decisions
- Executive Presence Signals — How Senior Panels Judge Readiness
- Readiness Dashboard — Ready Now, Ready Soon and Longer-Term Candidates

Day 9: Running a High-Potential Cohort

- Talent Pool Governance — Entry, Review and Exit Criteria
- Cohort Learning Journeys — Action Learning Sets in Banking and Manufacturing
- Retention Conversations — Career Ambition and Stay Factors
- Acceleration Metrics — Internal Fill Rate and Time to Readiness
- Line Leader Coaching Role — Supporting Growth Between Formal Reviews

Day 10: Practising the Individual Acceleration Plan

- Potential Profile Synthesis — Combining Grid Placement and Agility Evidence
- Stretch Sequence Selection — Choosing the Next Two Assignments
- Sponsor Commitment Draft — Agreeing Advocacy and Visibility Steps
- Peer Challenge Panel — Testing Plans Against Derailment Risks
- Individual Acceleration Plan — Milestones, Feedback Points and Readiness Targets

Applying HiPo Talent Acceleration After the Course

- Hold a sponsor contracting conversation that agrees two visible opportunities and a feedback rhythm for the coming quarter.
- Run a calibration panel on one talent pool, using learning agility evidence and the nine-box grid to reset readiness ratings.

HiPo Talent Acceleration Questions FAQ

What is HiPo talent acceleration and why does it matter now?

HiPo talent acceleration is the deliberate speeding of growth for employees judged able to reach much larger roles. It matters now because flatter structures and faster change leave fewer natural steps to senior roles, so organisations must build readiness on purpose.

Which roles gain most from HiPo talent acceleration training?

Identified high potentials and the talent managers who steer them gain most. Line leaders who design stretch roles, development specialists and executive sponsors also benefit, especially when they attend with high potentials from their own business.

How does HiPo talent acceleration differ from a general leadership development course?

It focuses on speed and readiness for a defined next role rather than broad leadership skills. Where a general course covers styles and team leadership, this one works on potential evidence, stretch sequencing, derailment risk and sponsorship for a selected group.

What do you bring back from HiPo talent acceleration training?

You bring back an individual acceleration plan with stretch assignments, sponsor steps and readiness targets. You also return with calibration and feedback methods that a talent manager can reuse across a whole high-potential pool.

HiPo Talent Acceleration: The Way Forward

The individual acceleration plan first informs which stretch assignment a high potential takes next and who sponsors it. Talent managers, line leaders and sponsors use it together in talent reviews to track movement from ready later to ready now. After the first assignment ends, the derailment risks and the balance between stretch and support deserve a fresh look.