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COURSE BROCHURE

# High Potential Leadership Training Course for Rising Professionals

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Registered in the United Kingdom and Saudi Arabia

# High Potential Leadership Training Course for Rising Professionals

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High Potential Leadership is a 1-week training course for professionals who have been identified as high potentials and are preparing for their first larger leadership role, and it ends with a personal Leadership Growth Map. Organisations now fill critical posts from within more often, so the speed at which rising professionals grow into wider responsibilities shapes succession and continuity. Jupiter Prime Training offers this course on high potential leadership for rising professionals.

## Why High Potential Leadership Matters Now

Three forces sharpen the focus on rising professionals. Flatter structures leave fewer intermediate steps, so the jump from strong individual contributor to leader is larger. Senior sponsors expect identified talent to show judgement beyond their function before a promotion is confirmed. Peers watch closely how a newly labelled high potential behaves, and credibility can be lost quickly. Organisations that support this transition keep their future leaders and reduce failed promotions; those that only label talent risk frustration and early departures. The course draws on leadership transition models, the 70-20-10 learning principle and stakeholder visibility mapping.

## Who Gains Most from High Potential Leadership

- Specialists recently placed in a talent or succession pool who will soon lead others
- Early-career team leads expected to take on cross-functional assignments
- Graduates of rotation schemes moving into their first accountable post
- Technical experts asked to represent their function in senior forums
- Project leads whose next step is a permanent people-leadership role

A cohort from one succession pool gains most when several members attend together and share a common language for their growth.

## High Potential Leadership Capabilities

Participants test how they show up as leaders, widen their view beyond their own function and choose the experiences that will stretch them next.

- Assess personal leadership identity, values and derailment risks — choosing which habits to keep or drop
- Apply learning agility practices to unfamiliar assignments — sponsors deciding readiness
- Build a strategic view linking one's function to organisational priorities — senior stakeholder conversations
- Design a stakeholder visibility map with deliberate contact points — sponsors and future peers
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Communicate a concise leadership point of view to senior audiences — forum and committee contributions
- Specify development experiences, mentors and milestones in a growth map — line manager and sponsor agreements

## Key High Potential Leadership Terms

- High Potential — an employee judged able to grow into significantly larger roles faster than peers, based on ability, aspiration and engagement.
- Leadership Identity — the way a person sees and presents themselves as a leader, shaped by values, behaviour and feedback.
- Learning Agility — the willingness and ability to learn from new experiences and apply the lessons in unfamiliar situations.
- Derailer — a strength or habit that helped early success but becomes a liability in a larger leadership role.
- Sponsor — a senior leader who actively advocates for a rising professional and opens access to opportunities.
- 70-20-10 Principle — a guideline that most leadership growth comes from challenging experience, some from relationships and a little from formal learning.

## High Potential Leadership Day by Day

## Day 1: From Expert to Emerging Leader

- Leadership Transition Models — What Changes When Scope and Visibility Grow
- High Potential Expectations of Sponsors — Reading the Unwritten Promotion Criteria
- Values and Leadership Identity Exercise — Defining the Leader One Intends to Be
- Derailer Self-Check — Spotting Strengths That Turn Into Risks
- Peer Perception Interviews — Testing Credibility After Being Labelled Talent

## Day 2: Learning Agility and Stretch

- Learning Agility Dimensions — Mental, People, Change and Results Agility
- 70-20-10 Experience Mix — Choosing the Next Developmental Assignment
- After-Action Reflection Routine — Turning Setbacks Into Lessons Quickly
- Feedback-Seeking Habits — Gathering Signals From Above and Across
- Comfort Zone Mapping — Selecting Deliberate Discomfort for Growth

## Day 3: Strategic Perspective

- Organisational Value Chain Mapping — Seeing How Functions Create Results Together
- Strategy-to-Role Line of Sight — Linking Daily Priorities to Direction
- Enterprise Trade-Off Thinking — Weighing Functional Gains Against Wider Costs
- Scenario Questions for Rising Leaders — Anticipating Shifts in Markets and Technology
- Cases From Logistics and Healthcare Services — Comparing Strategic Choices

## Day 4: Visibility, Sponsorship and Voice

- Stakeholder Visibility Map — Planning Contact With Decision Makers
- Sponsor and Mentor Roles Compared — Asking for the Right Support
- Leadership Point of View Statement — Expressing a Position in Two Minutes
- Contributing in Senior Forums — Timing, Brevity and Evidence
- Managing Former Peers and New Expectations — Setting Boundaries Early

## Day 5: Practising the Leadership Growth Map

- Identity and Derailer Commitments — Applying Day One Insights
- Next Stretch Assignment Proposal — Applying Day Two Experience Mix
- Senior Forum Simulation With Feedback — Applying Day Four Point of View
- Growth Conversation Rehearsal With a Sponsor — Agreeing Support and Milestones
- Completing the Leadership Growth Map — Experiences, Relationships and Checkpoints

## Applying High Potential Leadership After the Course

- Hold a growth conversation with a sponsor or line manager using the leadership growth map and agree one stretch assignment.
- Contact three stakeholders from the visibility map and present a leadership point of view in one senior forum.

## High Potential Leadership Questions FAQ

### What is high potential leadership and why does it matter now?

High potential leadership is the preparation of identified talent for larger leadership roles. It matters now because organisations fill more critical posts internally, and the jump from expert to leader has become steeper.

### Which roles gain most from high potential leadership training?

Specialists in succession pools, early-career team leads, rotation graduates and technical experts stepping into senior forums gain most. Each is about to be judged on leadership rather than technical output.

### How does high potential leadership differ from a talent management course?

It focuses on the individual making the transition, not on the HR process that identifies talent. You work on your own identity, agility, strategic view and visibility rather than on calibration or succession design.

### What do you bring back from high potential leadership training?

You bring back a leadership growth map listing your next experiences, mentors, sponsor conversations and checkpoints, plus a practised point-of-view statement for senior audiences.

## High Potential Leadership: The Way Forward

The Leadership Growth Map sets out the experiences, relationships and checkpoints for the next stage of a rising career. Its first use is agreeing the next stretch assignment with a sponsor. Participants and their line managers return to it at each milestone. After the first assignment, revisit the derailer self-check to see which risks have eased.