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COURSE BROCHURE

# Talent and Leadership Development Programme Design Training Course

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Istanbul

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Registered in the United Kingdom and Saudi Arabia

# Talent and Leadership Development Programme Design Training Course

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Talent and Leadership Development Programme Design is a 1-week training course for talent managers and L&D designers who build the journeys that move people from first-line supervision to senior roles, each drafting a Leadership Development Journey Blueprint for one leadership tier. Succession gaps and fast-changing roles make a deliberate leadership pipeline a board-level concern. Jupiter Prime Training offers talent and leadership development programme design for those who shape these journeys.

## Why Talent and Leadership Development Programme Design Matters Now

Three groups shape this work today. Boards and executives watch succession cover for critical roles and ask whether internal candidates are ready. High-potential employees expect visible growth paths and leave when they see none. Line managers carry much of the on-the-job development yet often lack time and coaching skill. An organisation that designs leadership journeys well fills senior posts from within and keeps its strongest people; one that relies on ad hoc course lists sees costly external hires and stalled careers. The course rests on the Leadership Pipeline model, the 70-20-10 learning model, the nine-box talent grid and the Kirkpatrick four-level evaluation model.

## Who Gains Most from Talent and Leadership Development Programme Design

- Those who identify high-potential employees and run talent reviews
- Those who design leadership curricula and development journeys
- Those who maintain leadership competency frameworks and success profiles
- Those who coordinate coaching, mentoring and action learning sets
- Those who report succession readiness to executives

A talent and learning function that sends its talent lead and its leadership designer together gains most, because identification, journey design and measurement then share one blueprint.

## Talent and Leadership Development Programme Design Capabilities

Participants leave able to link each leadership transition to the experiences, relationships and formal learning that prepare people for it.

- Specify the critical transitions in a leadership pipeline and the work values each demands — succession planning
- Align journey content to a leadership competency framework and success profiles — talent reviews
- Design a 70-20-10 blend of stretch assignments, coaching and formal modules — line managers
- Build cohort structures with action learning sets and executive sponsors — programme sponsors
- Assess readiness with nine-box placements and development centre evidence — promotion decisions
- Apply Kirkpatrick levels to evaluate behaviour change and pipeline results — executive committee

## Key Talent and Leadership Development Programme Design Terms

- Leadership pipeline — the sequence of leadership levels and the transitions between them, each requiring new skills, time use and work values.
- 70-20-10 model — a guide that most leadership growth comes from challenging experience, some from relationships and a smaller share from formal learning.
- Nine-box grid — a talent review tool plotting current performance against potential to group people for development and succession decisions.
- Action learning set — a small group of leaders who meet regularly to work on real organisational problems and reflect on their learning.
- Success profile — a description of the experiences, competencies, knowledge and traits required to succeed in a specific leadership role.
- Development centre — a structured set of exercises and assessments that gauges leadership potential and generates individual development priorities.

## Talent and Leadership Development Programme Design Day by Day

### Day 1: Leadership Pipelines and Talent Strategy

- Leadership Pipeline Model Transitions — Where Development Effort Is Needed
- Succession Risk Mapping for Critical Roles — Prioritising Leadership Tiers
- Talent Philosophy: Inclusive Versus Exclusive — Who Enters the Journey
- Success Profiles for Each Leadership Level — Defining Readiness
- Stakeholder Map of Executives, Managers and Participants — Sponsorship Roles

### Day 2: Identifying and Assessing Potential

- Leadership Competency Framework Alignment — Journey Learning Outcomes
- Nine-Box Talent Review Facilitation — Calibrating Performance and Potential
- Development Centre Exercise Design — Evidence of Leadership Potential
- 360-Degree Feedback Instruments — Baseline for Individual Plans
- Individual Development Plan Templates — Linking Gaps to Experiences

## Day 3: Designing the Development Journey

- 70-20-10 Blend Architecture — Balancing Experience, Relationships and Modules
- Stretch Assignment and Rotation Catalogue — On-the-Job Growth Choices
- Formal Module Sequencing Across Months — Spaced Leadership Learning
- Executive Coaching and Mentoring Pairing — Relationship-Based Growth
- Journey Map Visualisation — Communicating the Path to Participants

## Day 4: Cohorts, Action Learning and Evaluation

- Cohort Size, Mix and Selection Rules — Peer Learning Quality
- Action Learning Set Design and Facilitation — Real Business Challenges
- Executive Sponsor and Line Manager Roles — Sustaining Transfer
- Kirkpatrick Level 3 and Level 4 Measures — Leadership Behaviour and Results
- Pipeline Metrics: Bench Strength and Internal Fill Rate — Executive Reporting

## Day 5: Practising the Leadership Development Journey Blueprint

- Pipeline Transition Analysis for a Chosen Tier — Applying Day 1 Models
- Assessment and Selection Approach — Applying Day 2 Instruments
- Blended Journey Draft With Cohort Design — Applying Days 3 and 4
- Peer Critique Against Design Criteria — Strengthening the Journey
- Leadership Development Journey Blueprint — Tier, Blend, Cohort and Measures

## Applying Talent and Leadership Development Programme Design After the Course

- Run a nine-box calibration with one business unit and feed the results into the chosen leadership tier.
- Present the journey map and 70-20-10 blend to an executive sponsor and agree stretch assignment hosts.

## Talent and Leadership Development Programme Design Questions FAQ

### What is talent and leadership development programme design and why does it matter now?

It is the structured design of journeys that prepare people for each leadership level. It matters now because succession gaps and changing roles make internal leadership supply a board concern, and course lists alone rarely build ready successors.

### Which roles gain most from talent and leadership development programme design?

Talent managers, leadership curriculum designers and those who maintain competency frameworks gain most. Coordinators of coaching and mentoring and those reporting succession readiness to executives also benefit.

## How does talent and leadership development programme design differ from a leadership skills course?

A leadership skills course develops your own leadership. Talent and leadership development programme design teaches you to build the system that develops other leaders, from potential assessment to blended journeys, cohorts and pipeline measures.

## What do you bring back from talent and leadership development programme design?

You bring back a Leadership Development Journey Blueprint for one tier, covering transition analysis, selection approach, 70-20-10 blend, cohort design and measures, ready to present to an executive sponsor.

## Talent and Leadership Development Programme Design: The Way Forward

The Leadership Development Journey Blueprint first informs which leadership tier receives investment and how its first cohort is selected. Talent leads and sponsors use it to approve the journey, and designers use it to build modules. After the first cohort, revisit the stretch assignment catalogue, since hosts in banking and energy operations often change availability.