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COURSE BROCHURE

Growing Leaders Through Stretch Assignments Training Course

2 – 6 May 2027
Dubai

Growing Leaders Through Stretch Assignments Training Course

Ref: 1862_68431 **Date:** 2 – 6 May 2027 **Location:** Dubai **Fees:** 4600 GBP

Growing Leaders Through Stretch Assignments is a 1-week training course for senior managers and HR leaders who develop future leaders from within, and who return with a Stretch Assignment Portfolio for their own talent pool. Organisations now face thinner benches, flatter structures and faster role change, so experience on the job has become the main route to leadership readiness. Jupiter Prime Training delivers this course on growing leaders through stretch assignments.

Why Growing Leaders Through Stretch Assignments Matters Now

Three forces push leader growth back into everyday roles: retirements and turnover that empty critical positions faster than external hiring can fill them, delayered structures that remove the old step-by-step promotion ladder, and emerging talent who expect visible development rather than waiting in line. Organisations that design deliberate stretch experiences build a ready bench and keep ambitious people; those that leave growth to chance see derailed promotions and costly external appointments. The course rests on the 70-20-10 learning model, the Leadership Pipeline model of role passages, the nine-box talent grid and the GROW coaching model.

Who Gains Most from Growing Leaders Through Stretch Assignments

- Business unit heads who decide which rising managers take on demanding roles
- HR business partners who run talent reviews and calibration meetings
- Talent and succession leads who track bench strength for critical positions
- Senior functional managers who sponsor and supervise developmental moves
- Executive mentors who guide high-potential employees through role transitions

Leadership teams that sit on the same talent review panel gain most, because they leave with one language for readiness, stretch and support.

Growing Leaders Through Stretch Assignments Capabilities

Participants practise turning ordinary business challenges into planned developmental experiences, with the right support around each person who takes them on.

- Assess leadership potential using observable evidence rather than current performance alone — talent review panels
- Design stretch assignments matched to the next leadership passage — sponsoring executives
- Calibrate the level of challenge against the support available — line managers and HR
- Apply coaching conversations that turn experience into learning — emerging leaders
- Build mentoring pairings with clear goals and boundaries — mentors and mentees
- Specify readiness indicators for succession slates — the executive committee

Key Growing Leaders Through Stretch Assignments Terms

- Stretch assignment — a role, project or task deliberately beyond a person's current capability, chosen to build specific leadership skills.
- 70-20-10 model — a learning guideline suggesting most development comes from experience, some from relationships and a smaller share from formal learning.
- Leadership passage — a transition between leadership levels that demands new skills, time priorities and work values.
- Nine-box grid — a matrix plotting performance against potential to support talent review discussions.
- Derailer — a behaviour or blind spot that causes a promising leader to stall or fail after promotion.
- Bench strength — the number of people ready, now or soon, to step into critical leadership roles.

Growing Leaders Through Stretch Assignments Day by Day

Day 1: Leader Growth from Experience

- 70-20-10 Learning Model — Balancing Experience, Relationships And Formal Learning
- Leadership Pipeline Passages — Skills Needed At Each Level
- Critical Role Mapping — Which Positions Need A Ready Bench
- Derailment Research — Early Warning Signs In Promoted Leaders
- Talent Philosophy Statement — Inclusive Versus Exclusive Pool Choices

Day 2: Spotting Potential

- Potential Versus Performance Indicators — Avoiding The Star Performer Trap
- Nine-Box Grid Calibration — Reducing Bias In Talent Reviews
- Learning Agility Signals — Evidence From Unfamiliar Situations
- Talent Review Meeting Design — Roles, Evidence And Decisions
- Candid Development Feedback — Telling People Where They Stand

Day 3: Designing Stretch Experiences

- Stretch Assignment Catalogue — Start-Ups, Turnarounds And Cross-Functional Moves
- Challenge And Support Matrix — Sizing The Right Level Of Risk
- Assignment Charters — Goals, Sponsor And Learning Objectives
- Job Rotation And Secondment Options — Building Breadth Across Functions
- Risk Safeguards For The Business — Protecting Customers And Operations

Day 4: Coaching and Mentoring the Stretch

- GROW Coaching Model — Structuring Developmental Conversations
- After-Action Reviews — Converting Assignment Experience Into Learning
- Mentoring Agreements — Pairing Criteria, Goals And Boundaries
- Sponsorship Versus Mentoring — Opening Doors For Emerging Leaders
- Readiness Indicators — Ready Now, Ready Soon And Longer Term

Day 5: Practising the Stretch Assignment Portfolio

- Talent Pool Profiling — Applying Potential Evidence To Real Candidates
- Assignment Matching Exercise — Linking Roles To Development Needs
- Simulated Talent Review Panel — Defending Readiness Ratings
- Coaching Practice Rounds — Debriefing A Live Stretch Experience
- Stretch Assignment Portfolio — Finalising Candidates, Assignments And Support Plans

Applying Growing Leaders Through Stretch Assignments After the Course

- Convene a calibration session using the nine-box grid to agree readiness ratings for one critical role's successors.
- Launch one stretch assignment with a written charter, a named sponsor and a scheduled after-action review.

Growing Leaders Through Stretch Assignments Questions FAQ

What is growing leaders through stretch assignments and why does it matter now?

It is the practice of developing future leaders through deliberately demanding roles backed by coaching and mentoring. It matters now because benches are thin and external hiring is slow, so internal experience is the most reliable route to ready successors.

Which roles gain most from growing leaders through stretch assignments training?

Senior managers and HR leaders who decide who develops and how gain most. That includes business unit heads, HR business partners, talent leads and executive mentors who sponsor or supervise developmental moves.

How does growing leaders through stretch assignments differ from a leadership development course for individuals?

It is aimed at the people who build leaders, not those being developed. You design assignments, run talent reviews and coach others, rather than working on your own leadership style.

What do you bring back from growing leaders through stretch assignments training?

You bring back a portfolio for your own talent pool. It holds candidate profiles, matched assignments, coaching and mentoring arrangements and readiness indicators you can present at your next talent review.

Growing Leaders Through Stretch Assignments: The Way Forward

The Stretch Assignment Portfolio turns talent discussions into concrete moves. Its first use is deciding which candidate takes the next available developmental role and who sponsors them. Line managers, HR partners and mentors share it to coordinate support. After the first assignment closes, revisit the challenge and support balance and update readiness ratings with fresh evidence.