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COURSE BROCHURE

# Future Leader Talent Bench Training Course for Middle Managers

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New York

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Registered in the United Kingdom and Saudi Arabia

# Future Leader Talent Bench Training Course for Middle Managers

**Ref:** 2151_79322 **Date:** 1 – 5 February 2027 **Location:** New York **Fees:** 7900 GBP

Future Leader Talent Bench is a 1-week training course for middle managers preparing for senior roles, who leave with a Successor Bench Readiness Map covering the people beneath them and their own next step. Organisations now lose momentum when a senior post opens and nobody below is ready to step in, so bench depth has become a leadership duty. Jupiter Prime Training runs this Future Leader Talent Bench course.

## Why Future Leader Talent Bench Matters Now

Flatter structures, faster role turnover and hybrid teams have thinned the layer of people ready to step into senior posts. Executives now ask middle managers not only to deliver results but to show who could replace them and who could replace the managers reporting to them. A deep bench keeps knowledge and morale in-house; a thin one forces rushed external hires. The course rests on the 70-20-10 learning model, the nine-box talent grid and situational coaching, each applied to building successor readiness rather than to annual appraisal.

## Who Gains Most from Future Leader Talent Bench

- Managers of managers responsible for naming and preparing successors for their own posts
- Function heads accountable for filling team-lead vacancies from within
- Operations and project managers who steer stretch assignments for high-potential staff
- Talent and people partners who run calibration sessions with line leaders
- Middle managers shortlisted for senior roles who must show bench strength before promotion

A leadership group from one division gains most when its members attend together and calibrate their successor pools against a shared readiness language.

## Future Leader Talent Bench Capabilities

Participants turn succession intent into named people, readiness levels and development moves they can defend in a talent review.

- Assess successor readiness with evidence rather than impressions — talent calibration panels
- Design stretch assignments that test judgement before promotion — functional heads
- Weigh flight risk against potential for each bench member — retention decisions
- Communicate development conversations that set honest expectations — high-potential staff
- Build a personal readiness case for the next senior post — the manager's own sponsor
- Align bench priorities with the critical roles strategy depends on — executive committee

## Key Future Leader Talent Bench Terms

- Talent bench — the pool of named people judged able to step into a defined role now or within a set horizon.
- Readiness level — a rating of how soon a successor could perform a role: ready now, within one to two years, or longer.
- Critical role — a post whose vacancy would seriously disrupt results, customers or strategy if left unfilled.
- Nine-box grid — a matrix plotting current performance against future potential to guide development and calibration choices.
- Stretch assignment — temporary work beyond a person's current role that builds and tests capability for a bigger post.
- Calibration session — a meeting where leaders compare ratings across teams so readiness judgements follow one shared standard.

## Future Leader Talent Bench Day by Day

### Day 1: Mapping Critical Roles and Bench Gaps

- Critical Role Inventory — Which Posts Would Hurt Most If Vacant
- Vacancy Impact Scoring — Ranking Roles by Disruption and Replacement Time
- Current Bench Snapshot — Naming Who Could Step In Today
- Single-Point-of-Failure Scan — Spotting Roles With No Viable Successor
- Leading Up on Succession — Framing Bench Risk for Senior Sponsors

### Day 2: Judging Potential and Readiness

- Nine-Box Grid Placement — Separating Strong Performers From Future Leaders
- Readiness Level Criteria — Defining Ready Now Versus Ready Later
- Behavioural Evidence Logs — Grounding Ratings in Observed Decisions
- Bias Checks in Potential Ratings — Guarding Against Similarity and Recency
- Calibration Session Practice — Defending Ratings Before Peer Managers

### Day 3: Development Moves That Build Successors

- 70-20-10 Learning Model — Balancing Experience, Exposure and Formal Study
- Stretch Assignment Design — Choosing Tasks That Test Senior Judgement
- Situational Coaching Styles — Matching Support to Successor Maturity
- Cross-Functional Rotations — Widening Perspective Beyond the Home Team
- Leading Across for Exposure — Brokering Placements With Peer Managers

### Day 4: Retention, Conversations and Personal Readiness

- Flight Risk Indicators — Deciding Where Retention Effort Goes First
- Career Conversation Framework — Setting Honest Expectations With Successors
- Leading Down Through Delegation — Freeing Time by Growing Deputies
- Personal Leadership Gap Review — Testing Own Readiness for Senior Posts
- Sponsor and Mentor Network — Securing Advocates for the Next Move

## Day 5: Practising the Successor Bench Readiness Map

- Critical Role Review — Confirming Which Posts the Map Covers
- Nine-Box Calibration Rehearsal — Testing Ratings Against Peer Challenge
- Stretch Assignment Sequencing — Scheduling Development Moves Across Quarters
- Personal Readiness Case — Presenting Own Growth Plan to a Sponsor
- Successor Bench Readiness Map — Finalising Names, Levels and Moves

## Applying Future Leader Talent Bench After the Course

- Run a calibration session with peer managers using nine-box placements and readiness levels for every critical role in the division.
- Launch one stretch assignment for each ready-later successor and agree review points with the successor's sponsor.

## Future Leader Talent Bench Questions FAQ

### What is Future Leader Talent Bench training and why does it matter now?

It is training that equips middle managers to build named successors for critical roles. Leaner structures and faster turnover make bench depth a core managerial expectation.

### Which roles gain most from Future Leader Talent Bench training?

Managers of managers gain most, especially those asked to name successors or shortlisted for senior posts. Function heads and people partners who run calibration sessions also benefit.

### How does Future Leader Talent Bench training differ from a general leadership transition course?

It focuses on building the people beneath you, not only your own move. A transition course centres on the individual stepping up; this one pairs your personal readiness case with successor ratings, stretch assignments and retention choices for your whole bench.

### What do you bring back from Future Leader Talent Bench training?

You bring back a map of successors for each critical role, with readiness levels, planned development moves and your own readiness case.

## Future Leader Talent Bench: The Way Forward

The Successor Bench Readiness Map first informs which critical role needs a development move this quarter. Managers use it in calibration sessions, sponsors use it to back promotions and people partners use it to plan rotations. After its first use, revisit the readiness levels with fresh behavioural evidence, since potential shifts as successors take on stretch work.