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COURSE BROCHURE

Executive Development Plan and Stretch Assignment Training Course

18 – 22 January 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

Executive Development Plan and Stretch Assignment Training Course

Ref: 2358_88401 **Date:** 18 – 22 January 2027 **Location:** Dar es Salaam **Fees:** 5300 GBP

Executive Development Plan and Stretch Assignment is a 1-week training course for newly appointed and aspiring senior executives who want to steer their own growth, each leaving with a Personal Executive Growth Charter. Wider remits, flatter structures and faster strategic shifts mean executives can no longer wait for a talent function to plan their next step. Jupiter Prime Training offers executive development plan and stretch assignment training for leaders taking that step.

Why Executive Development Plan and Stretch Assignment Matters Now

Three pressures shape executive growth today. Boards expect new executives to show enterprise judgement within months, not years. Peers and reports give sharper, more frequent feedback, and executives who ignore it lose credibility. Meanwhile turnarounds, launches and integration roles are scarce and rarely offered by chance. An executive with a deliberate plan earns those roles and converts them into lasting range; one who drifts repeats the same year. The course rests on self-assessment, multi-rater feedback, experience-based learning and advisory relationships.

Who Gains Most from Executive Development Plan and Stretch Assignment

- Those newly accountable for a business unit or an enterprise-wide function
- Those preparing to step from functional leadership into a general management remit
- Those who have received multi-rater feedback and need to turn it into action
- Those negotiating secondments, turnaround roles or international postings
- Those who brief a chief executive or board sponsor on their own readiness

A leadership team that sends several newly promoted executives together gains most, because members can host one another's stretch roles.

Executive Development Plan and Stretch Assignment Capabilities

Participants turn honest evidence about their own leadership into chosen experiences and a review rhythm.

- Assess personal strengths, derailers and blind spots against the demands of the next role — career sponsor
- Calculate gaps between multi-rater ratings and self-ratings to set two or three growth priorities — chief executive
- Design stretch assignments with clear scope, risk and learning goals — assignment host
- Build a personal board of advisers that balances challenge, sponsorship and expertise — mentors and peers
- Specify quarterly growth milestones and evidence of changed behaviour — board sponsor
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Communicate the growth charter persuasively to win support and protected time — line executive

Key Executive Development Plan and Stretch Assignment Terms

- Stretch assignment — a role or project beyond current experience that forces new skills under real stakes and visible accountability.
- Multi-rater feedback — structured ratings and comments from a manager, peers, reports and others, compared against self-ratings.
- Derailer — a strength overused under pressure that can stall an executive career, such as excessive control or impatience.
- Personal board of advisers — a small, deliberately chosen circle of mentors, sponsors and challengers who guide one executive's growth.
- Learning agility — the willingness and ability to draw lessons from unfamiliar experiences and apply them quickly elsewhere.
- Feedback loop — a repeated cycle of asking for input, acting on it and checking whether others notice the change.

Executive Development Plan and Stretch Assignment Day by Day

Day 1: The Executive Transition and Self-Insight

- Executive Role Demands Map — What Changes at Enterprise Level
- Personal Values and Leadership Purpose Statement — Choosing Growth Direction
- Strengths and Derailer Inventory — Risks Under Executive Pressure
- Career Timeline Reflection — Patterns From Past Turning Points
- Learning Agility Self-Check — Readiness for Unfamiliar Challenges

Day 2: Multi-Rater Evidence and Feedback Loops

- Multi-Rater Report Interpretation — Separating Signal From Noise
- Self-Other Gap Analysis — Selecting Two or Three Priorities
- Feedback Conversation Scripts — Asking Reports and Peers Directly
- Pulse Check Design for Behaviour Change — Visible Progress Signals
- Reaction Management to Critical Ratings — Staying Open Under Scrutiny

Day 3: Choosing and Shaping Stretch Assignments

- Stretch Assignment Menu: Turnaround, Launch, Integration — Matching Gaps to Roles
- Assignment Scoping Canvas — Scope, Risk and Learning Goals
- Secondment and Rotation Negotiation — Securing Host Agreement
- Action Learning Journal — Capturing Lessons During the Assignment
- Exit and Handover Criteria — Knowing When a Stretch Is Complete

Day 4: Advisers, Sponsors and Growth Reviews

- Personal Board of Advisers Composition — Challengers, Sponsors and Specialists
- Sponsor Versus Mentor Roles — Who Opens Doors and Who Coaches
- Quarterly Growth Review Agenda — Evidence Before Opinion
- Protected Development Time Blocking — Defending the Diary
- Progress Scorecard of Leading Indicators — Board Sponsor Updates

Day 5: Practising the Personal Executive Growth Charter

- Priority Selection From Self-Insight and Ratings — Applying Days 1 and 2
- Two Stretch Assignment Proposals — Applying the Day 3 Canvas
- Advisory Circle and Review Rhythm — Applying Day 4 Choices
- Peer Challenge Panel on Draft Charters — Testing Realism and Ambition
- Personal Executive Growth Charter — Priorities, Assignments, Advisers and Milestones

Applying Executive Development Plan and Stretch Assignment After the Course

- Hold three feedback conversations with reports and peers on the chosen priorities and log their responses in the growth journal.
- Present one stretch assignment proposal to a sponsor and agree its scope, host and first quarterly review.

Executive Development Plan and Stretch Assignment Questions FAQ

What is an executive development plan and stretch assignment approach, and why does it matter now?

It is a personal plan that links honest feedback to chosen high-stakes roles and trusted advisers. It matters now because executives are expected to show enterprise judgement quickly, and the experiences that build it are scarce and must be sought deliberately.

Which roles gain most from executive development plan and stretch assignment training?

Newly appointed and aspiring senior executives gain most, especially those moving into general management or holding fresh multi-rater results.

How does executive development plan and stretch assignment training differ from talent pipeline design?

Talent pipeline design teaches specialists to build development systems for others. This executive development plan and stretch assignment course focuses on you: your own feedback, your own stretch roles, your own advisers and your own quarterly reviews.

What do you bring back from executive development plan and stretch assignment training?

You bring back a Personal Executive Growth Charter naming priorities, stretch assignments, advisers and quarterly milestones, ready for your sponsor.

Executive Development Plan and Stretch Assignment: The Way Forward

The Personal Executive Growth Charter first informs which stretch assignment to request from a sponsor in the coming quarter. The executive owns it, while advisers and the chief executive use it to judge progress. After the first assignment, revisit the derailer inventory, since roles in healthcare networks and logistics operations often expose pressures that earlier feedback missed.