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COURSE BROCHURE

Future Skills Readiness Training Course for Mid-Level Managers

23 – 27 November 2026
Madrid

Future Skills Readiness Training Course for Mid-Level Managers

Ref: 2381_89431 **Date:** 23 – 27 November 2026 **Location:** Madrid **Fees:** 5600 GBP

Future Skills Readiness is a 1-week training course for mid-level managers preparing for wider leadership roles, in which each participant builds a Personal Leadership Readiness Plan. Automation, hybrid working and shorter skill lifespans are changing what organisations need from the managers they promote next. Jupiter Prime Training offers this practical course in Future Skills Readiness.

Why Future Skills Readiness Matters Now

Three pressures shape the subject today. Automation and data tools are changing which tasks a manager still owns and which are delegated to systems. Hybrid and distributed teams need leaders who can hold trust and pace without daily proximity. And the useful life of a technical skill keeps shrinking, so succession decisions now weigh learning agility as heavily as track record. An organisation that prepares its middle layer for this shift fills senior roles from within; one that does not faces stalled successors and costly external hires. The course draws on skills gap analysis, horizon scanning and individual development planning practice.

Who Gains Most from Future Skills Readiness

- Managers who expect to lead larger or more varied units within a few years
- Function leads whose processes are being reshaped by automation or new data tools
- Managers who now lead people across sites, time zones or hybrid patterns
- Talent partners who shape succession pools for middle-management roles
- Specialists stepping into management who want a deliberate skills route

Cohorts drawn from one succession pool gain most when they attend together, because they can compare readiness gaps and agree shared stretch assignments.

Future Skills Readiness Capabilities

Participants turn vague talk of tomorrow's workplace into named skills, evidence of progress and a dated route of their own.

- Assess current capability against a future skills profile for the next role — succession conversation
- Apply horizon scanning to spot shifts affecting the unit's work — departmental priorities
- Build digital fluency targets matched to the tools the unit will rely on — technology investment
- Design hybrid team routines that sustain trust and accountability — distributed staff
- Specify a continuous learning rhythm with sources, peers and stretch tasks — line manager sponsor
- Communicate a readiness case to a sponsor using evidence rather than ambition — talent review panel

Key Future Skills Readiness Terms

- Future skills profile — a description of the capabilities a role will need in coming years, as opposed to those it needs today.
- Skills gap analysis — a comparison of present capability against a target profile to show where development effort should go.
- Horizon scanning — a structured habit of looking for early signals of change in technology, markets and workforce expectations.
- Digital fluency — the confidence to choose, question and apply digital tools to decisions, beyond basic operating skill.
- Learning agility — the speed and willingness to learn from new situations and apply that learning in unfamiliar conditions.
- Stretch assignment — a task deliberately beyond current capability, used to build and evidence a new skill.

Future Skills Readiness Day by Day

Day 1: Forces Reshaping Management Work

- Automation Impact Mapping — Which Management Tasks Change or Disappear
- Hybrid Work Patterns — Effects on Supervision and Team Trust
- Skill Half-Life Concept — Why Expertise Ages Faster Now
- Horizon Scanning Routine — Early Signals for the Unit
- Signal Sorting Grid — Separating Noise From Lasting Shifts

Day 2: Mapping Future Skills

- Future Skills Profile Drafting — The Next Role in Concrete Terms
- Skills Gap Analysis — Present Capability Against Target Profile
- Digital Fluency Self-Audit — Tools, Data Use and Judgement
- Learning Agility Indicators — Evidence From Recent Assignments
- Peer and Sponsor Feedback Capture — Testing Self-Assessment Blind Spots

Day 3: Leading Hybrid and Digitally Enabled Teams

- Hybrid Team Operating Agreement — Core Hours, Channels and Responses
- Outcome-Based Check-Ins — Judging Contribution Without Proximity
- Digital Collaboration Etiquette — Decisions Recorded Across Locations
- Inclusion in Distributed Teams — Equal Voice for Remote Staff
- Technology Adoption Conversations — Supporting Staff Through New Tools

Day 4: Building a Continuous Learning Rhythm

- Seventy-Twenty-Ten Learning Mix — Balancing Experience, Peers and Study
- Stretch Assignment Design — Choosing Tasks That Evidence Growth
- Personal Learning Network — Mentors, Peers and External Sources
- Reflection Journals and After-Action Reviews — Capturing Lessons Quickly
- Readiness Evidence Portfolio — Showing Progress to Sponsors

Day 5: Practising the Personal Leadership Readiness Plan

- Horizon Scan Briefing — Applying Signal Sorting to a Real Unit
- Gap Prioritisation Exercise — Applying the Skills Profile to Choices
- Hybrid Leadership Scenario — Applying the Operating Agreement Under Strain
- Sponsor Readiness Conversation — Rehearsing the Evidence-Based Case
- Personal Leadership Readiness Plan — Final Twelve-Month Route

Applying Future Skills Readiness After the Course

- Run a horizon scan with the unit and share the three signals most likely to change its work.
- Agree one stretch assignment with a sponsor and log evidence in the readiness portfolio each fortnight.

Future Skills Readiness Questions FAQ

What is Future Skills Readiness training and why does it matter now?

It is training that helps managers name the capabilities their next role will need and build them deliberately. It matters now because automation, hybrid work and fast-ageing expertise are changing who organisations promote and why.

Which roles gain most from Future Skills Readiness training?

Mid-level managers in succession pools gain most. You will also benefit if your function is being reshaped by automation, if you lead hybrid teams, or if you move from specialist work into management in sectors such as energy, finance or public services.

How does Future Skills Readiness training differ from strategic foresight courses?

It applies foresight to one person's development rather than to organisational strategy. Strategic foresight courses build scenarios for the whole organisation; this course turns signals into a personal skills route and a readiness case.

What do you bring back from Future Skills Readiness training?

You bring back a twelve-month development route backed by a skills gap analysis, a stretch assignment and an evidence portfolio. You also leave with a rehearsed conversation for your sponsor or talent review.

Future Skills Readiness: The Way Forward

The Personal Leadership Readiness Plan first informs the next development conversation with a line manager or sponsor, where priorities and stretch tasks are agreed. Participants own it, sponsors use it to track progress, and talent partners draw on it for succession reviews. After its first quarter, revisit the horizon scan, since new signals often reorder which skills matter most.