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COURSE BROCHURE

# Leadership Readiness Sprint Training Course for High-Potential Specialists

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Casablanca

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Registered in the United Kingdom and Saudi Arabia

# Leadership Readiness Sprint Training Course for High-Potential Specialists

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Leadership Readiness Sprint is a 1-week training course for high-potential specialists stepping into their first leadership roles, built around a named work product: the Ninety-Day Leadership Readiness Plan. Organisations promote strong specialists faster than ever, and the first months in a lead role decide whether expertise turns into team capability or into a bottleneck. Jupiter Prime Training offers the Leadership Readiness Sprint to help new leaders make that shift deliberately.

## Why Leadership Readiness Sprint Matters Now

Flatter structures, hybrid teams and tighter talent pipelines mean that specialists are handed people responsibility earlier, often while still carrying their own technical workload. A newly appointed leader who keeps doing the expert work, avoids early conversations or signals mixed priorities loses credibility quickly, while one who sets clear expectations and hands over work with care earns lasting trust. The course rests on widely used role transition and delegation practice.

## Who Gains Most from Leadership Readiness Sprint

- Specialists who have just taken responsibility for a small group of former peers
- Senior individual contributors who coordinate project contributors without formal authority
- Technical experts nominated for a talent pool and expected to lead within a year
- Deputies who stand in for a manager and allocate daily work
- Professionals moving from a client-facing expert role into a supervisory one

Talent pools gain most when several members attend together, because they leave with a shared vocabulary for readiness and can hold one another to their plans.

## Leadership Readiness Sprint Capabilities

The outcomes below describe what a newly appointed leader does differently once the expert habit gives way to deliberate leadership choices.

- Assess which expert tasks to keep, share or release — the new leader's own calendar
- Design a delegation brief matched to each person's readiness — the team member taking the work
- Communicate expectations in a first-team conversation — former peers and new reports
- Build a personal leadership brand statement — the line manager and internal clients
- Weigh competing demands from sponsors and the team — weekly prioritisation choices
- Specify ninety-day milestones and evidence of progress — the sponsor reviewing the transition

## Key Leadership Readiness Sprint Terms

- Expert trap — the habit of solving problems personally instead of building the team's ability to solve them.
- Delegation brief — a short note stating the outcome, limits, authority and check-in points for a handed-over task.
- Readiness level — an estimate of how much skill and confidence a person brings to a specific task.
- Leadership brand — the consistent reputation a leader chooses to build through repeated behaviours and decisions.
- Expectations contract — an agreed set of mutual commitments between a new leader and a team member.
- Transition sponsor — the senior person who supports and reviews a new leader's first months in role.

## Leadership Readiness Sprint Day by Day

### Day 1: From Expert Identity to Leader Identity

- Role Shift Inventory — What the New Role Stops, Starts and Keeps
- Expert Trap Diagnostic — Where Personal Problem Solving Blocks the Team
- Time Allocation Audit — Balancing Technical Work Against Leadership Work
- Stakeholder Expectation Scan — What the Sponsor and Peers Need Early
- Transition Risk Map — Early Signals That Credibility Is Slipping

### Day 2: Releasing Work Through Delegation

- Task Release Matrix — Which Expert Tasks to Keep, Share or Hand Over
- Readiness Level Assessment — Matching Support to Each Person and Task
- Delegation Brief Template — Outcome, Limits, Authority and Check-In Points
- Check-In Rhythm Design — Following Progress Without Taking Work Back
- Delegation Recovery Conversation — Handling Missed Outcomes Without Blame

### Day 3: First-Team Conversations

- Listening Tour Guide — Learning Each Person's Goals and Concerns
- Expectations Contract — Agreeing Mutual Commitments With New Reports
- Former Peer Reset Conversation — Redrawing Boundaries With Old Colleagues
- Team Kick-Off Agenda — Sharing Direction, Priorities and Ways of Working
- Early Feedback Exchange — Inviting Upward Feedback in the First Month

### Day 4: Building a Personal Leadership Brand

- Values-to-Behaviour Mapping — Turning Personal Values Into Visible Habits
- Leadership Brand Statement — Choosing the Reputation to Build Deliberately
- Sponsor Alignment Meeting — Agreeing Success Measures With the Line Manager
- Visibility Plan — Where and How Internal Clients See Progress
- Credibility Moments Log — Recording Decisions That Shape Team Trust

## Day 5: Practising the Ninety-Day Leadership Readiness Plan

- Task Release Rehearsal — Applying the Matrix to a Live Handover
- Expectations Contract Role Play — Practising a Difficult First Conversation
- Brand Statement Peer Review — Testing How Others Read the Intended Reputation
- Milestone and Evidence Setting — Defining What Progress Looks Like by Day Ninety
- Ninety-Day Leadership Readiness Plan — Completing and Presenting the Plan to Peers

## Applying Leadership Readiness Sprint After the Course

- Run the task release matrix on your own workload and hand over two expert tasks with written delegation briefs within four weeks.
- Hold expectations contract conversations with every team member and share the agreed commitments with the transition sponsor.

## Leadership Readiness Sprint Questions FAQ

### What is a Leadership Readiness Sprint and why does it matter now?

A Leadership Readiness Sprint is a focused period in which a newly appointed leader shifts from expert work to leading others. It matters now because specialists are promoted earlier and their first ninety days shape team trust, delivery and retention in engineering and healthcare teams alike.

### Which roles gain most from Leadership Readiness Sprint training?

Specialists newly responsible for a team gain most. That includes contributors leading former peers, deputies who allocate daily work and talent pool members expected to lead soon.

### How does Leadership Readiness Sprint training differ from a general first-time manager course?

It concentrates on the move out of specialist work rather than on general management processes. You work on releasing expert tasks, first-team conversations and a leadership brand.

### What do you bring back from the Leadership Readiness Sprint?

You bring back a ninety-day plan you have already tested with peers. It holds your task release decisions, delegation briefs, expectations commitments, brand statement and sponsor milestones.

## Leadership Readiness Sprint: The Way Forward

The Ninety-Day Leadership Readiness Plan gives the new leader a clear first decision: which expert tasks to release this month. The transition sponsor and the team both use it to see progress against agreed milestones. After the first month, it is worth revisiting the leadership brand statement to compare the reputation intended with the one the team actually describes.