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COURSE BROCHURE

# Stretch Assignments and Peer Learning Training Course

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# Stretch Assignments and Peer Learning Training Course

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Stretch Assignments and Peer Learning is a 1-week training course for line managers and talent development specialists who want to turn everyday work into growth, ending with a team growth plan linking each person to a stretch role and a learning partner. Organisations now expect skills to grow inside the job rather than in the classroom alone. Jupiter Prime Training sets out how stretch assignments and peer learning make that happen.

## Why Stretch Assignments and Peer Learning Matter Now

Three forces shape this subject today. Skills are ageing faster than formal courses can be redesigned, so learning has to happen in the flow of real projects. Employees judge employers by the growth they see. Line managers, meanwhile, carry most of the responsibility for growth with little structure to support them. Handled well, stretch roles build bench strength; handled badly, they overload strong performers. The course rests on experiential learning and structured reflection.

## Who Gains Most from Stretch Assignments and Peer Learning

- Line managers responsible for the growth conversations and job design of their direct reports
- Talent development specialists who shape on-the-job learning offers and career paths
- Team leaders who allocate projects and decide who takes on unfamiliar work
- Learning coordinators running peer circles, buddy schemes and knowledge exchange
- Supervisors tracking skills progress and readiness for larger roles

Leadership groups of one function gain most when they attend together, because they can agree shared stretch roles and peer pairings across their teams.

## Stretch Assignments and Peer Learning Capabilities

Participants practise matching people to challenge and measuring whether skills actually move.

- Conduct a structured development conversation that surfaces aspirations and gaps — the employee and their manager
- Design a stretch assignment with clear scope, support and exit points — the project sponsor
- Calibrate challenge against capacity to avoid overload — workload and wellbeing decisions
- Build peer learning pairs and circles with defined learning goals — the talent development specialist
- Apply growth evidence such as skills ratings and reflection logs — talent review discussions
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Communicate a team growth plan to staff and senior leaders — resourcing and succession choices

## Key Stretch Assignments and Peer Learning Terms

- Stretch assignment — a task or role beyond current capability, chosen so that the person grows by doing it with support.
- Development conversation — a regular, forward-looking discussion between manager and employee about aspirations, strengths and next learning steps.
- Peer learning circle — a small group of colleagues who meet to share problems, practices and feedback on agreed learning goals.
- Learning contract — a short written agreement setting the goal, support, timescale and evidence for a development activity.
- Skills matrix — a grid showing each team member's current level against the skills the team needs.
- After-action review — a brief structured debrief asking what was planned, what happened, why, and what to repeat.

## Stretch Assignments and Peer Learning Day by Day

### Day 1: Growth Through Work

- Experiential Learning Cycle — Where On-the-Job Growth Really Happens
- Experience, Exchange and Study Mix — Balancing Sources of Development
- Team Skills Matrix — Spotting Gaps Against Future Work Demands
- Career Aspiration Mapping — Linking Individual Ambition to Team Needs
- Manager Role in Growth — Setting Expectations for Ownership of Development

### Day 2: Development Conversations

- Conversation Structure and Open Questions — Surfacing Strengths and Aspirations
- Growth Feedback Techniques — Turning Observations Into Next Learning Steps
- Learning Contracts — Agreeing Goals, Support and Evidence
- Difficult Development Talks — Handling Plateaus and Mismatched Expectations
- Conversation Rhythm and Records — Keeping Development Alive Between Reviews

### Day 3: Designing Stretch Assignments

- Stretch Opportunity Scan — Finding Projects, Rotations and Cover Roles
- Challenge Calibration Grid — Matching Difficulty to Readiness and Capacity
- Assignment Brief and Exit Points — Defining Scope, Support and Safe Failure
- Sponsor and Mentor Roles — Who Backs the Person During the Stretch
- Fairness in Allocation — Opening Stretch Roles Beyond Usual Favourites

## Day 4: Peer Learning and Growth Evidence

- Peer Learning Circles — Setting Purpose, Membership and Ground Rules
- Buddy and Reverse Mentoring Pairs — Exchanging Expertise Across Generations
- After-Action Reviews — Capturing Lessons From Real Assignments
- Reflection Logs and Learning Portfolios — Recording Evidence of Skill Growth
- Growth Indicators and Skills Ratings — Showing Progress in Talent Reviews

## Day 5: Practising the Team Growth Plan

- Development Conversation Role-Play — Rehearsing With Peer Observers and Feedback
- Stretch Assignment Clinic — Testing Participants' Draft Assignment Briefs
- Peer Circle Design Exercise — Pairing Team Members Around Shared Goals
- Progress Tracking Dashboard — Choosing Measures Leaders Will Review
- Team Growth Plan — Assembling Roles, Pairs, Milestones and Evidence

## Applying Stretch Assignments and Peer Learning After the Course

- Hold a development conversation with each direct report and record one learning contract per person.
- Launch one stretch assignment and one peer learning circle, closing each month with an after-action review.

## Stretch Assignments and Peer Learning Questions FAQ

### What are stretch assignments and peer learning, and why do they matter now?

They are methods for growing skills through challenging real work and exchange between colleagues. They matter now because skills change faster than formal courses, and people expect visible growth from their employer.

### Which roles gain most from stretch assignments and peer learning?

Line managers and talent development specialists gain most. Managers hold the development conversations and allocate challenging work, while specialists design peer circles and track growth.

### How does stretch assignments and peer learning differ from a training needs analysis course?

It focuses on growth inside the job rather than on identifying and buying formal training. A needs analysis course plans classroom and e-learning; this one designs challenging assignments, peer exchange and conversations, and shows how to evidence the skills they build.

## What do you bring back from stretch assignments and peer learning?

You bring back a team growth plan. It names a stretch role, a learning partner and progress measures for each person, plus an assignment brief template and an after-action review format.

## Stretch Assignments and Peer Learning: The Way Forward

The team growth plan first informs who takes the next stretch role and which colleagues learn from each other. Line managers use it in monthly conversations, while talent specialists draw on it for talent reviews and succession discussions. After the first round of assignments, revisit the challenge calibration: whether the stretch was too light, too heavy or right, and how fairly opportunities were shared.