Consulting and Training | Reach New Heights

Course Name

The strategic development of high potential leaders

Sector Name

Management And Leadership

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The strategic development of high potential leaders

Course Introduction

The Strategic Development of High Potential Leaders Training Course is designed to help organizations identify, develop, and retain high-potential employees who can drive future business success. High-potential leaders play a critical role in ensuring long-term organizational growth, leadership continuity, and talent development.

This course focuses on advanced leadership development, talent management, and succession planning strategies that enable organizations to build strong leadership pipelines. Participants will learn how to assess high-potential employees, design personalized development plans, and align leadership capabilities with business objectives.

The training also explores key areas such as emotional intelligence, strategic thinking, decision-making, and performance management, which are essential for developing effective leaders. Participants will gain practical tools to enhance leadership competencies, improve team performance, and foster a culture of continuous development.

In addition, the course covers coaching and mentoring techniques, leadership assessment frameworks, and employee engagement strategies, helping organizations nurture talent and maximize leadership potential. These approaches ensure that high-potential employees are prepared to take on critical leadership roles.

This program is ideal for HR professionals, senior managers, team leaders, and organizational development specialists responsible for developing future leaders and strengthening leadership capabilities within their organizations

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Target Audience

B Senior Leaders and Executives.

- ✓ CEOs, COOs, CHROs, and other senior leaders who are invested in the long-term success of their leadership pipeline and organizational growth.
- ✓ Department Heads.
- ✓ Managers and Team Leaders.
- ✓ Middle Managers.
- ✓ Project Managers.
- ✓ HR Managers and Directors.
- ✓ Talent Acquisition Specialists.
- ✓ L&D Managers and Specialists.
- ✓ Organizational Development Consultants.
- ✓ Emerging Leaders.

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Learning Objectives

- ✓ Recognize how to identify high potential employees
- ✓ Develop the criteria of selecting high potentials
- ✓ Discuss what organization's benefits of developing high potentials
- ✓ Discover the Career Derailers of high potentials
- ✓ Apply steps to decrease derailments
- ✓ Illustrate practices for implementing a high potential development plan
- ✓ Defend the value of employee engagement to an organization and explain it
- ✓ Design, build and implement the requirements for an engagement culture
- ✓ Evaluate and track the impact of engagement on business performance
- ✓ Identify, develop and champion the required change initiatives
- ✓ Evaluate techniques for Coaching, Counseling & Mentoring
- ✓ Develop how to apply talent-fit coaching
- ✓ Utilize motivational coaching techniques in the workplace.
- ✓ Develop practical counseling skills to use with high potentials
- ✓ Comprehend the concepts and appropriate methodology of mentoring

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Course Outline

✓ 01 Day One

Identifying High Potential

- ✓ Who's High potential?
- ✓ High Potential Vs. High Performers
- ✓ The criteria of selecting high potential employees
- ✓ The benefit of developing high potential employees

Career Derailers for high potential

- ✓ What is career derailers
- ✓ Examples of Derailment
- ✓ Steps for Managers to Decrease Risks for Derailment
- ✓ Mismatch between Leadership development Learning & what High Potential Leaders Desire

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Course Outline

✓ 02 Day Two

Best practices for high-potential development

- ✓ Career-Path Mapping
- ✓ High-Impact Challenges for High Potentials
- ✓ Multi-Disciplinary Rotation Programs
- ✓ Business Simulations
- ✓ Project-Based Experiential Learning
- ✓ Highly Specialized Development
- ✓ Unlimited Access to Self-Paced Learning Tools
- ✓ Rich Performance Feedback
- ✓ Assessment as a guideline for development
- ✓ Regular Exposure to Top Executives
- ✓ Networking Opportunities

Engage Your High Potential

- ✓ Delegation to your high potentials
- ✓ Shared decision making
- ✓ Rotational Assignments.
- ✓ External Coaching.
- ✓ Action Learning.

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Course Outline

✓ 03 Day Three

Engagement Culture

- ✓ The drivers of engagement
- ✓ The building blocks of engagement culture) Richard Barrett)
- ✓ Spitzer's eight desires of motivation and engagement
- ✓ Career development
- ✓ The ROI of Employee Engagement
- ✓ Employee retention funnel
- ✓ ROI of engagement calculations: A practical example

Practices for Engagement

- ✓ The talent war and the cost of losing it
- ✓ Building the employee brand; what an engaged employee looks like
- ✓ Factors that improve employee engagement
- ✓ Activities that organizations can follow to build engagement
- ✓ Building high performance teams: A powerful engagement tool

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Course Outline

✓ 04 Day Four

Employee Engagement Initiatives

- ✓ The CEO: Chief Engagement Officer
- ✓ Leadership that ignites passion
- ✓ The 'VOICE' framework
- ✓ Managing potential employee engaging events

Coaching & Mentoring

- ✓ Talent-fit coaching
- ✓ Coaching & Mentoring - the differences
- ✓ A good coach needs to develop excellent communication skills
- ✓ Help others to set “clear and distinct” goals
- ✓ Help others to create and sustain a positive mental attitude
- ✓ Ask more questions, rather than give direct instructions
- ✓ Understanding Human Motivation
- ✓ Motivating Others to Achieve

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Course Outline

✓ 05 Day Five

Mentor is a role model

- ✓ Mentoring Relationships - formal and informal
- ✓ Practical Career Planning
- ✓ Decide how you want to be perceived and act accordingly
- ✓ Demonstrate the qualities that you want to see in others
- ✓ Constructive criticism
- ✓ Appreciation and praise
- ✓ Get the timing right
- ✓ Mentoring Younger Staff – high potential
- ✓ Leader's Action Plan
- ✓ By the end of this program, each participant will be concerned by creating a clear action plan that contains enough details to increase high potentials employees' engagement rates. This Action plan will include an outline of goals, objectives, measurements, action steps and responsibilities for each step.
- ✓ Why do we need a high-potential program?
- ✓ How will it support our business strategy and improve our competitive advantage?
- ✓ How will it benefit the organization, the high potentials, and the rest of our employees?
- ✓ How will we measure the success of the program, and what dollar value will we place on high-potentials at different stages of development?
- ✓ Action Plan Pillars:
- ✓ I will Stop ….
- ✓ I will Continue ….
- ✓ I will Start

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Aug. 16, 2027	Aug. 20, 2027	5 days	4950.00 $	Italy , Milan
April 19, 2027	April 23, 2027	5 days	4250.00 $	UAE , Abu Dhabi
Nov. 9, 2026	Nov. 13, 2026	5 days	4250.00 $	UAE , Dubai
Feb. 1, 2027	Feb. 5, 2027	5 days	4250.00 $	UAE , Dubai

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