High-Potential Talent Identification and Development Training Course



02 - 06 Nov 2026

Tokyo

5800 € (Per Person)

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Course Introduction / Overview:

In today's competitive business landscape, the ability to identify, develop, and retain high-potential talent is no longer a luxury but a strategic imperative for sustainable growth and innovation. Organizations that successfully cultivate their future leaders gain a significant competitive advantage. This course provides a comprehensive roadmap for creating and managing impactful high-potential (HiPo) programs. Drawing on established principles from thought leaders like Ram Charan, particularly his concepts in "The Leadership Pipeline," this training moves beyond theoretical discussions to offer practical, actionable frameworks. Participants will learn to distinguish high performance from high potential, implement fair and effective identification processes, and design targeted development journeys that accelerate growth. BIG BEN Training Center has designed this program to equip HR professionals and line managers with the essential skills to build a robust leadership bench, enhance employee engagement, and ensure the organization is prepared for future challenges by nurturing its most valuable asset, its people. This is a deep dive into the architecture of talent acceleration, focusing on creating a sustainable system for leadership succession and organizational excellence.

Target Audience / This training course is suitable for:

- Human Resources Managers and Directors.
- Talent Management and Organizational Development Specialists.
- Learning and Development (L&D) Professionals.
- Department Heads and Senior Managers.
- Team Leaders and Supervisors responsible for talent development.
- Executives involved in succession planning and strategic workforce planning.
- HR Business Partners.

Target Sectors and Industries:

- Technology and Information Services.
- Banking, Finance, and Insurance.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Consulting and Professional Services.
- Telecommunications.
- Retail and Consumer Goods.
- Government Agencies and Public Sector Organizations.
- Energy and Utilities.

Target Organizations Departments:

- Human Resources.
- Learning and Development.
- Talent Management.
- Organizational Development.
- Executive and Senior Leadership Teams.
- Operations Management.
- Strategic Planning.
- All departments with managerial and leadership roles.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a robust framework for identifying high-potential employees within the organization.
- Differentiate effectively between high performance and true leadership potential.
- Utilize tools like the 9-Box Grid and competency models for talent assessment.
- Design personalized and impactful development plans for high-potential talent.
- Implement strategies for creating stretch assignments and action learning projects.
- Enhance coaching and mentoring skills to accelerate the growth of future leaders.
- Build a strong succession pipeline to ensure leadership continuity.
- Develop engagement and retention strategies specifically for top talent.
- Measure the return on investment and business impact of a HiPo program.
- Align the talent management strategy with overall business objectives.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and directly applicable to the participant's work environment. We believe that adult learning is most effective when it combines new knowledge with practical application and peer collaboration. This course moves away from traditional lecture-based formats to a dynamic workshop style. Sessions will incorporate a blend of expert-led presentations, real-world case study analysis, and interactive group discussions where participants can share challenges and best practices. A significant portion of the training will be dedicated to hands-on activities, including role-playing coaching conversations, building a sample 9-Box Grid, and drafting individual development plans. Participants will work in teams on action learning projects, simulating the process of creating a HiPo program from the ground up. Continuous feedback from the facilitator and peers is a core component, ensuring a supportive learning environment that fosters both personal and professional growth. The focus is on providing actionable tools and strategies that can be implemented immediately within the participants' organizations.

Course Agenda (Course Units):

Unit One: Foundations of High-Potential Talent Management

- Defining high-potential talent versus high performance.
- The strategic importance of HiPo programs for organizational success.
- Linking talent management directly to core business objectives.
- Understanding the financial and cultural cost of neglecting top talent.
- Exploring global trends and benchmarks in talent development.
- Common pitfalls in designing and implementing HiPo programs.
- The role of leadership and organizational culture in nurturing talent.

Unit Two: Frameworks for Identifying High-Potential Employees

- Mastering the 9-Box Grid for talent assessment and calibration.
- Developing and applying robust competency models for potential.
- Identifying key behavioral indicators of high potential.
- Leveraging performance reviews and 360-degree feedback effectively.
- An overview of assessment tools and psychometric testing.
- Facilitating objective and fair talent review calibration meetings.
- Strategies for mitigating unconscious bias in the identification process.

Unit Three: Designing Targeted Development Programs

- Creating meaningful and effective Individual Development Plans (IDPs).
- Applying the 70-20-10 model for experiential learning and development.
- Designing challenging stretch assignments and special projects.
- Utilizing action learning to solve real business problems.
- The role of formal training and executive education in HiPo development.
- Strategies for increasing cross-functional exposure and talent mobility.
- Methods for measuring the effectiveness of development initiatives.

Unit Four: Coaching, Mentoring, and Retaining Top Talent

- Fostering a powerful coaching culture within the organization.
- Developing essential coaching skills for managers of HiPo employees.
- Establishing and managing a successful formal mentoring program.
- Advanced strategies for engaging and motivating high-potential individuals.
- Designing competitive compensation and recognition strategies for HiPos.
- Conducting impactful career pathing and development conversations.
- Building a strong leadership bench through strategic succession planning.

Unit Five: Strategic Integration and Measuring Program Impact

- Integrating the HiPo program with the overall business and workforce strategy.
- Communicating the program's value and progress to key stakeholders.
- Using talent analytics to measure ROI and demonstrate program impact.
- Future-proofing your talent pipeline against industry disruption.
- Cultivating a sustainable culture of continuous learning and growth.
- Building and presenting a compelling business case for talent investment.
- Creating a personal action plan for immediate implementation post-course.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can an organization balance the need for standardized HiPo development programs with the increasing demand for hyper-personalized career paths for its top talent?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by offering a holistic and deeply practical framework that extends beyond the mere identification of talent. While many programs focus on assessment tools, this training emphasizes the entire talent lifecycle, from unbiased identification to strategic development, engagement, and ultimately, succession. Its core strength lies in translating established theories into actionable strategies that can be customized to any organizational context. We place a significant emphasis on the human elements of talent management, dedicating substantial time to developing coaching and mentoring skills essential for nurturing future leaders. Furthermore, the curriculum is designed to address critical modern challenges, such as mitigating unconscious bias in talent reviews and using talent analytics to prove the program's return on investment to senior leadership. Participants will not just learn what to do; they will learn how to do it, how to champion it within their organization, and how to measure its long-term success. The course is built around real-world case studies and hands-on planning, ensuring that attendees leave with a clear, strategic roadmap for implementation rather than just a collection of theoretical notes.