

HIGH POTENTIAL LEADERSHIP



GENTEX[®]
TRAINING CENTER



Introduction

High Potential Leadership develops the capability of professionals identified as future leaders, so their potential turns into performance rather than remaining an assumption. High-potential programmes often fail because they reward visible talent and overlook the harder work of self-awareness, influence, and leading without authority. This High Potential Leadership Training Course builds the capabilities that accelerate, using practical frameworks rather than theory alone. Participants examine self-awareness, emotional intelligence, strategic thinking, stakeholder influence, and personal brand. Furthermore, the course covers the nine-box grid, individual development plans, the GROW coaching model, and structured decision analysis. It also addresses managing a career deliberately and handling the pressure of high expectations. As a result, participants leave with a clear development plan and the skills to act on it.

High Potential Leadership Course Objectives

- Apply self-awareness tools such as the Johari Window and reflective practice.
- Build emotional intelligence using the Goleman framework.
- Think strategically with PESTEL analysis and structured option appraisal.
- Influence stakeholders without formal authority using the Cialdini principles.
- Build a credible personal brand and leadership narrative.
- Communicate with impact using the pyramid principle.
- Lead with a strategic mindset through scenario thinking and prioritisation.
- Use the nine-box grid and individual development plans for career planning.
- Coach and be coached using the GROW model.
- Manage visibility, pressure, and personal resilience effectively.

Course Methodology



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The course applies interactive, practice-based methods:

- Facilitated workshops on real high-potential challenges.
- Role-play of influence, feedback, and high-stakes conversations.
- Case studies of accelerated leaders and derailed talents.
- Self-assessment of leadership potential and development needs.
- Group exercises on strategy and personal brand building.
- Action planning that converts each insight into a development commitment.

Who Should Take This Course

- Professionals identified as high-potential employees.
- Talented specialists preparing for leadership.
- Emerging leaders in succession pipelines.
- First-time managers building a leadership career.
- HR and talent management professionals.
- Mentors and sponsors of high-potential talent.

High Potential Leadership Course Outlines

Day 1: Foundations of High Potential Leadership

- Defining potential and distinguishing it from current performance.
- Understanding how organisations identify and develop talent.
- Applying self-awareness tools including the Johari Window.
- Building emotional intelligence with the Goleman framework.
- Recognizing your strengths, gaps, and blind spots.
- Understanding the derailment risks of fast-track careers.



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- Assessing your own development priorities honestly.

Day 2: Strategic Thinking and Business Acumen

- Applying PESTEL analysis to your business environment.
- Understanding competitive positioning with Porter's Five Forces.
- Building commercial awareness through value chain thinking.
- Evaluating strategic options with costbenefit analysis.
- Applying scenario thinking to future possibilities.
- Connecting your work to organisational strategy.
- Preparing a strategic perspective on your business area.

Day 3: Influence, Communication, and Personal Brand

- Applying Cialdini's principles of influence ethically.
- Mapping stakeholders with powerinterest analysis.
- Structuring messages with the pyramid principle.
- Building a credible personal brand and value proposition.
- Presenting ideas persuasively to senior audiences.
- Managing difficult questions and challenges.
- Delivering an influence presentation with peer feedback.

Day 4: Leading Without Authority and Building Networks

- Leading teams and projects without formal authority.
- Building trust-based working relationships across functions.
- Negotiating priorities with interest-based methods.



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- Coaching peers and colleagues using the GROW model.
- Giving feedback with the SBI model.
- Building a professional network deliberately.
- Designing a stakeholder and network map.

Day 5: Career Planning, Pressure, and Sustained Growth

- Building an individual development plan with clear actions.
- Applying the nine-box grid to your own development.
- Seeking sponsorship, mentoring, and stretch assignments.
- Managing visibility without self-promotion that alienates.
- Handling pressure, setbacks, and high expectations.
- Protecting wellbeing and sustainable performance.
- Finalizing a personal high potential leadership action plan.

Conclusion

By successfully completing High Potential Leadership, participants will have acquired practical knowledge of self-awareness, emotional intelligence, strategic thinking, stakeholder influence, personal brand, and career development. They will have gained skills in self-awareness and emotional intelligence practice, strategic thinking and business acumen, influence and communication without authority, and career planning with personal resilience, plus a personal action plan. Gentex Training Center designed this program to help high-potential professionals turn talent into lasting leadership performance.





FAQs

Q1 What is the "High Potential Leadership" course about?

It develops professionals identified as future leaders. Participants study self-awareness, emotional intelligence, strategic thinking, business acumen, influence without authority, personal brand, and career planning with resilience.

Q2 What are the key benefits of the "High Potential Leadership" course?

Participants gain a clearer development path, stronger strategic and commercial judgement, and better influence with senior stakeholders. Organisations also see accelerated readiness for bigger roles, better retention of top talent, and succession pipelines that are genuinely ready.

Q3 What skills will I gain from the "High Potential Leadership" course?

You will develop four core skills: self-awareness and emotional intelligence practice, strategic thinking and business acumen, influence and communication without authority, and career planning with personal resilience.



Q4 What tools, methods, or standards are covered in the "High Potential Leadership" course?

The course covers the Johari Window, Goleman's emotional intelligence framework, PESTEL, Porter's Five Forces, value chain thinking, costbenefit analysis, scenario thinking, Cialdini's principles of influence, powerinterest stakeholder mapping, the pyramid principle, the GROW coaching model, the SBI feedback model, the nine-box grid, and individual development planning.

Q5 How is the "High Potential Leadership" course applied in real-world practice?

Participants apply the methods to live career tasks, such as building a development plan, preparing a strategic perspective for a director, influencing a peer without authority, presenting an idea to a senior audience, and negotiating a stretch assignment. Each module ends with an action commitment, so learning transfers directly into professional practice.