

HIGH-POTENTIAL EMPLOYEE DEVELOPMENT PROGRAM (HIPO)



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TRAINING CENTER



Introduction

Organizations that identify and develop high-potential talent early build stronger leadership pipelines for the future. This High-Potential Employee Development Program (HIPO) Training Course equips HR professionals and talent managers with proven methods to identify, assess, and accelerate the growth of top-performing employees. Participants explore competency mapping, succession planning, and personalized development strategies designed to prepare high-potential staff for greater responsibility. Furthermore, the course connects talent identification frameworks with practical coaching and mentoring techniques that sustain long-term growth. As a result, attendees gain the confidence to design programs that retain top talent and strengthen organizational readiness. This program suits professionals seeking a structured approach to high-potential talent development.

High-Potential Employee Development Program (HIPO) Course Objectives

- Define high-potential talent and distinguish it from high performance
- Apply the 9-box grid model to assess potential and performance
- Design competency frameworks aligned with future leadership needs
- Use psychometric assessments to identify leadership potential
- Build individual development plans for high-potential employees
- Apply the 70-20-10 model to structure development activities
- Design mentoring and coaching programs for accelerated growth
- Integrate succession planning with high-potential development
- Measure program effectiveness using retention and promotion metrics
- Build a practical roadmap for launching a HIPO program



Course Methodology

- Interactive lectures on talent identification and development models
- Case studies examining successful HIPO program implementations
- Group workshops applying the 9-box grid and competency frameworks
- Practical exercises building individual development plans
- Discussions on mentoring and coaching program design
- Continuous feedback sessions to reinforce learning outcomes

Who Should Take This Course

- HR managers and talent management professionals
- Learning and development specialists supporting career growth
- Succession planning and organizational development officers
- Business unit leaders identifying future talent
- People analytics professionals tracking talent metrics
- Senior HR leaders overseeing leadership pipeline strategy

High-Potential Employee Development Program (HIPO) Course Outlines

Day 1: Foundations of High-Potential Talent Identification

- Defining high-potential talent versus high performance
- Overview of talent segmentation approaches

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- Introduction to the 9-box grid model
- Linking high-potential identification to business strategy
- Common pitfalls in identifying potential
- Building fair and transparent identification criteria
- Case study: organizations with strong HIPO programs

Day 2: Assessment Tools and Competency Frameworks

- Designing competency frameworks for future leaders
- Using psychometric assessments to evaluate potential
- Conducting structured potential-assessment interviews
- Gathering multi-rater feedback through 360-degree assessments
- Avoiding bias in talent assessment processes
- Validating assessment results against business needs
- Practical exercise: applying the 9-box grid

Day 3: Individual Development Planning

- Building individual development plans (IDPs)
- Applying the 70-20-10 model to development activities
- Setting stretch assignments and cross-functional projects
- Aligning development plans with career aspirations
- Tracking development progress and milestones
- Balancing organizational needs with individual goals
- Case study: successful individual development journeys

Day 4: Mentoring, Coaching, and Accelerated Growth



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- Designing mentoring programs for high-potential employees
- Structuring executive coaching engagements
- Building peer learning and networking opportunities
- Encouraging self-directed learning and reflection
- Supporting high-potential employees through career transitions
- Measuring the impact of mentoring and coaching
- Practical exercise: designing a mentoring framework

Day 5: Succession Planning and Program Sustainability

- Integrating HIPO development with succession planning
- Building leadership readiness assessments
- Measuring program success through retention and promotion data
- Communicating program value to senior leadership
- Sustaining engagement among high-potential employees
- Continuously refining the HIPO program based on feedback
- Final workshop: presenting a HIPO program design

Conclusion

By successfully completing the High-Potential Employee Development Program (HIPO) Training Course, participants will have acquired practical knowledge of talent identification, development planning, and mentoring techniques that support strong leadership pipelines. Furthermore, learners gain the confidence to design programs that retain and grow top talent. As a result, participants return to their organizations ready to strengthen succession readiness. Gentex Training Center designed this program to connect talent development theory with practical, results-driven HR strategy.





FAQs

Q1 What is the "High-Potential Employee Development Program (HIPO)" course about?

This course covers the identification, assessment, and development of high-potential employees, helping HR professionals build structured programs that prepare top talent for future leadership roles.

Q2 What are the key benefits of the "High-Potential Employee Development Program (HIPO)" course?

Participants gain the ability to identify high-potential talent accurately, design targeted development plans, strengthen succession pipelines, and improve retention, ultimately building a stronger future leadership bench.

Q3 What skills will I gain from the "High-Potential Employee Development Program (HIPO)" course?

Learners develop skills in talent assessment, individual development planning, mentoring program design, and succession integration, enabling confident management of high-potential talent initiatives.



Q4 What tools, methods, or standards are covered in the "High-Potential Employee Development Program (HIPO)" course?

The course covers the 9-box grid model, psychometric assessments, 360-degree feedback, the 70-20-10 development model, and individual development plans used to guide high-potential talent programs.

Q5 How is the "High-Potential Employee Development Program (HIPO)" course applied in real-world practice?

Participants apply these concepts by assessing employee potential, building individual development plans, designing mentoring structures, and integrating high-potential programs with succession planning in their organizations.