



*Training Course:
Building Future Leaders: Strategic Insights for
Growth and Advancement*

*3 - 7 November 2025
Madrid (Spain)
Pestana CR7 Gran Vía*

Training Course: Building Future Leaders: Strategic Insights for Growth and Advancement

Training Course code: HR236208 From: 3 - 7 November 2025 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Training Course Fees: 5500 € Euro

Introduction

This program is designed to prepare organizations for the future by focusing on the strategic development of high-potential individuals. It equips HR professionals, talent development specialists, and line managers with the tools and frameworks necessary to identify, nurture, and guide emerging leaders. Through practical insights and hands-on techniques, participants will learn how to map growth opportunities, align individual strengths with organizational goals, and build a sustainable leadership pipeline. The training draws on best practices from talent diagnostics, structured development plans, and long-term advancement strategies – without relying on buzzwords but focusing on real impact.

Objectives

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

- Understand the principles of identifying future leadership potential.
- Apply strategic tools to evaluate employee capabilities and growth opportunities.
- Design structured individual development plans aligned with organizational goals.
- Build personalized growth frameworks for high-potential team members.
- Align leadership development with workforce planning and succession goals.

Course Methodology

The program uses a mix of:

- Expert-led interactive lectures
- Real-world case studies
- Individual and group exercises
- Simulations and development planning workshops
- Peer discussions and scenario-based learning

Organizational Impact

Organizations that implement the insights from this program will:

- Strengthen leadership pipelines and succession readiness
- Improve retention and engagement of high-potential employees
- Enable proactive workforce planning through structured development
- Build a culture of growth, alignment, and shared advancement

Target Audience

- HR and talent development professionals
- Line managers and department heads
- Organizational development OD specialists
- L&D and workforce planning teams
- Anyone involved in developing future leadership within an organization

Outlines

Day 1:

Foundations of Future Leadership Development

- Defining future leadership in the context of your organization
- Characteristics of high-potential individuals
- Understanding the leadership development lifecycle
- Strategic alignment between growth planning and business objectives
- Case studies of effective leadership pipelines

Day 2:

Identifying Potential and Planning for Growth

- Techniques for evaluating strengths, capabilities, and motivation
- Behavioral indicators and success predictors
- Using data and performance reviews to inform development
- Constructing role-based leadership profiles

- Practical session: Creating growth readiness profiles

Day 3:

Designing Growth-Oriented Development Plans

- Personal development frameworks for emerging leaders
- Mapping learning journeys and experience-based development
- Aligning development plans with organizational priorities
- Feedback mechanisms and progress checkpoints
- Practical session: Drafting a development roadmap

Day 4:

Enabling Organizational Structures for Advancement

- Integrating leadership growth into workforce planning
- Building internal mobility and cross-functional exposure
- Role of mentorship, coaching, and job rotation
- Establishing fairness, transparency, and equity in growth systems
- Group exercise: Structuring a growth enablement model

Day 5:

Sustaining Leadership Growth and Measuring Impact

- Monitoring progress and evaluating leadership readiness
- Avoiding common pitfalls in development initiatives
- Developing KPI-based growth metrics
- Linking leadership growth to succession strategy
- Final workshop: Presenting a future leader development plan

Registration form on the Training Course: Building Future Leaders: Strategic Insights for Growth and Advancement

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