

TRAINING AGENDA

Developing High Potential

(HRDC Claimable – 1-Day Session)

This training helps individuals explore what it truly means to lead with intention, self-awareness, and impact.

Built on psychometric insights—especially the High Potential Trait Indicator (HPTI)—the session supports participants in recognising their leadership potential, avoiding common derailers, and building a practical development plan.

Objectives:

1. Understand what potential is and how it can be developed
2. Discover how your personality traits shape your potential as a leader
3. Identifying your core qualities and exploring how these define your challenges, pitfalls and allergies,
4. Learn techniques to enhance self-awareness and build upon your leadership traits
5. Crafting a personalised leadership development plan

Defining Leadership and Potential

- What does it mean to be high potential?
- The 3 dimensions of high potential
- Inspirational leadership vs. performance delusion
- What are leadership skills?
- Reflection exercise: “Why would anyone want to be led by me?”

Exploring the High Potential Trait Indicator (HPTI)

- Key facts about the HPTI
- The 6 HPTI traits and what they measure
- Understanding score spectrums and their behavioural implications
- Application exercise: What behaviours show up at different trait levels?

Overcoming Self-Limiting Patterns

- Development strategies for addressing limiting beliefs
- Applying the HPTI Development Guide
- Activity: Ofman’s Core Qualities Quadrant

Leadership Styles and Adaptability

- Situational leadership styles in practice
- Understanding your preferred leadership style
- Adapting your approach based on employee development levels
- Simulation exercise: Applying your leadership style in different contexts

Avoiding Derailment and Toxic Traps

- Understanding how perceptions can derail potential
- The Toxic Triangle: traits, environment, and followers

From Insight to Development Planning

- Introduction to the GROW coaching model
- Crafting a personalised leadership development plan
- Final reflection: What support will you need to move forward?