

HUMAN RESOURCES | COURSE BROCHURE

Talent Management for High Potentials

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

High-potential employees are future leaders and key experts, but they leave if they are not challenged and recognised. This course explains how to identify high potentials, design development experiences, provide coaching and sponsorship, manage career conversations and retain top talent.

Losing high potentials undermines succession and innovation. You will learn to develop and keep your best people.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Talent assessment exercises, programme design workshops, career conversation practice and case studies.

Course objectives

By the end of this course, participants will be able to:
• Define potential and identification criteria
• Assess and select high potentials fairly
• Design challenging development experiences
• Provide coaching, mentoring and sponsorship
• Hold effective career conversations
• Retain and track high-potential talent

Target audience

This course is suitable for:
• Talent managers
• HR business partners
• Senior leaders
• L&D professionals
• Line managers of high potentials



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Target competencies

Participants will develop competencies in:
- Potential assessment
- Development design
- Sponsorship
- Career conversations
- Retention

Course outline

Day 1: Understanding Potential

09:00–10:08	Performance versus potential
10:08–11:00	Models of potential
11:00–11:30	**Coffee break**
11:30–11:45	Models of potential (continued)
11:45–12:53	Risks
12:53–14:00	Exercise

Day 2: Identification

09:00–10:08	Assessment methods
10:08–11:00	Talent reviews
11:00–11:30	**Coffee break**
11:30–11:45	Talent reviews (continued)
11:45–12:53	Transparency
12:53–14:00	Workshop

Day 3: Development

09:00–10:08	Stretch assignments
10:08–11:00	Programmes
11:00–11:30	**Coffee break**



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11:30–11:45	Programmes (continued)
11:45–12:53	Global mobility
12:53–14:00	Exercise

Day 4: Support

09:00–10:08	Coaching and mentoring
10:08–11:00	Sponsorship
11:00–11:30	**Coffee break**
11:30–11:45	Sponsorship (continued)
11:45–12:53	Career conversations
12:53–14:00	Role play

Day 5: Retention

09:00–10:08	Flight risks
10:08–11:00	Recognition
11:00–11:30	**Coffee break**
11:30–11:45	Recognition (continued)
11:45–12:53	Tracking progress
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Rome Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,450.-**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.-**
Cape Town Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,890.-**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.-**
Frankfurt Confirmed dates	18 Jan 2027	22 Jan 2027	**€2,650.-**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**€1,250.-**
Dubai Confirmed dates	1 Feb 2027	5 Feb 2027	**€3,150.-**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.-**
Cape Town Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,890.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.–**
Rome Confirmed dates	15 Mar 2027	19 Mar 2027	**€2,450.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.–**
London Confirmed dates	5 Apr 2027	9 Apr 2027	**€2,450.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,250.–**
Dubai Confirmed dates	26 Apr 2027	30 Apr 2027	**€3,150.–**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.–**
Vienna Confirmed dates	10 May 2027	14 May 2027	**€2,940.–**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Cape Town Confirmed dates	31 May 2027	4 Jun 2027	**€1,890.-**
Online Confirmed dates	31 May 2027	4 Jun 2027	**€1,250.-**
Rome Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,450.-**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.-**
Dubai Confirmed dates	12 Jul 2027	16 Jul 2027	**€3,150.-**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	2 Aug 2027	6 Aug 2027	**€1,450.-**
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**€1,250.-**
Barcelona Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,840.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Istanbul Confirmed dates	6 Sept 2027	10 Sept 2027	**€2,650.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Vienna Confirmed dates	27 Sept 2027	1 Oct 2027	**€2,940.-**
Online Confirmed dates	27 Sept 2027	1 Oct 2027	**€1,250.-**
Amsterdam Confirmed dates	18 Oct 2027	22 Oct 2027	**€2,540.-**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.-**
London Confirmed dates	8 Nov 2027	12 Nov 2027	**€2,450.-**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Paris Confirmed dates	22 Nov 2027	26 Nov 2027	**€2,860.-**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.-**
Barcelona Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,840.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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View the latest course details online