BLACKBIRD FOR TRAINING

High-Potential Employee Development Program (HIPO)

5 – 9 April 2027
Malaga (Spain)



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Introduction

High-potential employees represent one of the most valuable assets within healthcare institutions, as they possess the ability to grow quickly, take on complex responsibilities, and demonstrate strong readiness for leadership roles. Identifying and developing this category of employees plays a crucial role in building a strong future-ready workforce capable of driving transformation, enhancing service quality, and improving operational efficiency across medical departments. Today's medical environment demands professionals who can adapt rapidly, innovate, and successfully handle pressure, making the development of high-potential talent a strategic priority for hospitals and healthcare organizations.

This course targets professionals across all healthcare units—clinical teams, nursing, laboratory services, pharmacy, medical records, patient services, quality management, and hospital administration. It is also designed for supervisors, department heads, and employees who show advanced capability and motivation for professional growth. The program introduces the latest global approaches for identifying high-potential employees, evaluating their capabilities, and investing in their development through structured training, targeted mentorship, and progressive learning paths.

By providing practical tools, real case studies, and a clear roadmap for talent development, this program helps healthcare institutions build a pipeline of future leaders equipped to address challenges, support clinical excellence, and strengthen organizational performance. Ultimately, this course enables institutions to cultivate a highly capable workforce capable of sustaining long-term growth.

Course Objectives

- Understand the concept of high-potential employees and their characteristics.
- Identify the criteria used to recognize potential talent within healthcare institutions.
- Explore the relationship between high potential and future leadership roles.
- Apply effective assessment tools to evaluate employees' long-term capabilities.
- Implement development strategies that accelerate professional growth.
- Analyze real healthcare scenarios involving high-potential employees.
- Design a comprehensive development plan tailored to talent needs.
- Strengthen decision-making skills based on performance data.
- Support healthcare organizations in preparing their next generation of leaders.
- Enhance the work environment to attract and retain high-potential talent.



Course Outlines

Day One: Understanding High-Potential Employees

- Definition and strategic importance of high-potential talent.
- Key traits that distinguish high-potential employees.
- Differences between current performance and future capability.
- Early indicators that help identify promising employees.
- The leadership role in nurturing and supporting talent.
- Case study demonstrating the impact of high-potential talent on healthcare quality.

Day Two: Assessment Tools and Talent Identification

- Tools and models used to evaluate potential within healthcare teams.
- Behavioral patterns of high-potential employees.
- Assessing leadership readiness across medical departments.
- Reviewing existing frameworks for selecting talent.
- Practical exercises to identify behavioral indicators.
- Analysis of a sample career profile as a real case example.

Day Three: Development Strategies for High-Potential Employees

- Building individualized development plans.
- Using structured mentoring to enhance employee growth.
- Designing advanced training programs for talent acceleration.
- Strengthening decision-making abilities through targeted practice.
- Implementing leadership exercises inside clinical and administrative units.
- Measuring the impact of development programs on employee performance.

Day Four: Creating a Supportive Work Environment for Talent

- Developing an organizational culture that supports high-potential employees.
- Addressing challenges faced by high-achieving staff.
- Leadership strategies for retaining top talent.
- Aligning high-potential employees with institutional goals.
- Improving communication between management and staff.
- Practical workshop to design a supportive and motivating workplace model.



Day Five: Evaluation, Follow-Up, and Long-Term Development Planning

- Measuring progress among high-potential employees.
- Identifying strengths and areas requiring improvement.
- Preparing professional reports to present evaluation results.
- Designing long-term development pathways.
- The final applied project presented by participants.
- Discussing challenges that may arise when implementing development plans.

Why Attend This Course? Wins & Losses!

- Identify talent within healthcare institutions early and accurately.
- Build a strong leadership pipeline for future organizational needs.
- Improve performance levels across all medical departments.
- Strengthen strategic decision-making capabilities.
- Increase employee retention and motivation.
- Create a more attractive work environment for talented professionals.
- Implement effective individualized development plans.
- Support long-term institutional growth and sustainability.

Training Methodology

The program uses a practical and interactive methodology tailored to talent development in healthcare, including:

- Real case studies from hospitals and healthcare organizations.
- Talent-assessment exercises and behavioral evaluation activities.
- Group discussions to exchange ideas, experiences, and best practices.
- Tools and frameworks for building development plans and leadership readiness.
- Targeted leadership simulations and applied exercises.
- Individual and group assignments to reinforce high-potential competencies.
- Continuous coaching and feedback to enhance application in the workplace.

Conclusion

High-potential employees represent a cornerstone for building strong, agile, and future-ready healthcare institutions. Their ability to learn quickly, innovate, and embrace complex responsibilities makes them essential for sustaining clinical excellence and operational efficiency. This training program offers a practical and structured approach that helps healthcare organizations identify promising talent, nurture their capabilities, and create development pathways that prepare them for advanced leadership roles.

Through a combination of scientific methods, practical tools, and real case applications, the course equips participants with the knowledge required to design and implement effective talent-development strategies. By investing in high-potential employees, healthcare institutions



strengthen their internal capabilities, improve the quality of care, and build a sustainable competitive edge in an evolving medical landscape.

