

High-Potential Employee Development Program (HIPO)

Malaga (Spain)

11 - 15 January 2027

UK Training

PARTNER



High-Potential Employee Development Program (HIPO)

Code: HR32 From: 11 - 15 January 2027 City: Malaga (Spain) Fees: 5200 Pound

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.

The logo for UK Training Partner, featuring the text 'UK Training' in a smaller font above the word 'PARTNER' in a large, bold, black font. The background of the logo is a stylized chessboard with several chess pieces (a king, a queen, and a pawn) in gold and silver.

- 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.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a gold pawn behind it. The board is white and black squares. In the background, there are concentric circles.

UK Training
PARTNER

- 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.

Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia Ministry of Interior, KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Sustainability, ESG & Corporate Responsibility
Advanced Courses
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training