



Day 2 | Tuesday, July 15, 2025

DEVELOP WITH INTENTION

From “High Potential” to “Next in Line”

You know who they are:

That person who shows up, solves problems, builds trust, and makes you think, “They could run this place someday.”

But potential isn’t a plan. And most high-performers don’t need more tasks —they need intentional, strategic development.

That’s your challenge today.

Use AI to design a custom plan that nurtures skills, builds confidence, and prepares them for their next role—not someday, but soon.



**WATCH
TODAY'S
DEMO**

TODAY'S FOCUS

Build a full-scope leadership development plan that leverages your organization's data.

Scenario

You've identified an emerging leader or high-potential employee. Now it's time to build a personalized development plan that doesn't just prepare them—it launches them into leadership.

Here are a few prompts to experiment with to help you build a personalized development plan. Each level builds in complexity, so whether you're creating a simple starting point or a more strategic, long-term roadmap, there's a prompt to match your needs.

BEGINNER

Act as an HR coach. I want to create a growth plan for a high-potential employee moving toward a leadership role. Based on this basic info [insert what you know], help me outline development areas and first steps.

OPTIONAL FOLLOW-UP:

Add free or low-cost development options and build this into a 90-day growth timeline.

INTERMEDIATE

Here's what I have on this employee: Predictive Index results, a recent performance review, and manager feedback. Based on this, help me build a development plan that supports their leadership path.

OPTIONAL FOLLOW-UP:

Build this into a plan I can share with the employee and their manager—with check-ins and evaluation points.

ADVANCED

Act as a leadership development strategist. Based on this employee's profile and our org's leadership model, build a 6-month development plan that:

- Prepares them for promotion
- Includes training, coaching, mentoring, and real-world application
- Reinforces our values and leadership expectations
- Tracks progress through measurable outcomes

Format it as something I can share with both the employee and our senior team.

SUPER USER

I want to turn this employee plan into a scalable development framework for all high-potentials. Based on this example, help me:

- Create a template with key components (assessment, training, stretch roles, coaching)
- Suggest ways to align development plans with future succession needs
- Recommend how to train managers to support this process
- Propose tools (like surveys or retention data) to measure long-term impact



BUILD THE PLAN AROUND THEM

DEVELOPMENT SHOULD BE DIVERSE

Strong plans include:

- Formal training (live or self-paced)
- Coaching (internal or external)
- Mentoring (cross-functional = powerful)
- Stretch projects (high visibility)
- Assessments (Predictive Index, 360, DISC, etc.)
- Regular feedback and accountability

If you're missing one of those pieces, AI can help you fill the gap, but AAIME likely already offers it. Don't reinvent the wheel if it's already in your toolbox.



BE SPECIFIC IN YOUR PROMPT

Context = better strategy. Tell AI:

“This employee is a frontline supervisor who wants to grow into a multi-site leadership role. They're strong on task execution but need help with people development. Our company values curiosity, integrity, and team-first leadership.”

Today's Challenge: Choose 1 Person

Think of one employee who stands out—the person you'd hate to lose and love to promote. Use AAIME Hart to start a custom development plan just for them. Then take it one step further:

1. Ask her which course or coaching format fits their goal and ask her how to incorporate mentorship.
2. Ask her how to make it measurable and manager-supported.

You're not just writing a plan. You're building a future leader.



Got Questions?
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