Transformation Pillar:
Talent Architecture & Capability Development

Career Development and Succession Planning

Empowering Careers, Nurturing Talent, and Creating Sustainable Succession Strategies for Organizational Growth

COURSE OVERVIEW

60% of organizations have no process for succession planning. This interactive course will enable you to consider the latest methodologies and strategies related to successful engagement, career development and succession planning.
The course is also designed to provide tips to create a clear career path and help build your bench. In addition, it will help you plan a succession strategy for a flexible and sustainable business.

WHO SHOULD ATTEND

Human resources managers, line managers, HR business partners, team leaders and specialists.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Basics** of Succession Planning
- **Importance** of holistic succession planning process
- **Prerequisites** of Succession Planning
- **Approach** to Succession Planning & Management
- **Choosing** internal vs external successors
- **Key** aspects of an effective Succession Planning & Management System
- **Continuum** of Succession Processes
- **Obstacles** to the effective succession management process
- **Mistakes** to avoid in Succession Planning process
- **Measuring** the effectiveness of Succession Planning intervention

COURSE METHODOLOGY

A balanced approach between PowerPoint presentation, facilitated discussion, case studies, individual exercises, and group-based activities will ensure the direct transfer of skills, information, and relevant practical experience. It will also demonstrate how to adopt an integrated platform approach in the development and deployment of a career development and succession planning framework, which will encompass strategies for effective implementation and execution. This comprehensive approach will enable participants to gain valuable insights and practical knowledge in the field of career development and succession planning.

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