

Succession Planning

Course outline

Provided by: Performance Management Consultants – PMC Training



Reference no. 253-26

Duration 1.00 day(s) | 6:00 hours ¹

Website link <https://pmctraining.com/training/succession-planning/>

Managing the Development of Talent in Your Workplace

Managing the succession of talent in your workplace is a vital strategic process that minimizes gaps in leadership, ensures the continuity of corporate knowledge, and enables your people to develop the skills necessary for possible future roles.

This interactive workshop will show you how to design and implement an effective and flexible succession plan that will help your organization continue to grow and achieve its business goals.

Learning outcomes

At the end of this workshop, you will be able to:

- Understand the best practices of Succession Planning
- Create a succession planning framework
- Develop future leaders from within the organization
- Implement an organizationally specific approach, and identify key competencies required for specific positions

Workshop topics

What is Succession Planning?

- Succession Planning vs. Replacement Planning

Benefits of Succession Planning

- Addressing Corporate Risk Management factors
- Proactive and Responsive HR Planning

¹ The course hours reflect teaching time that often correlate with continuing education credits (CEC) or professional development units (PDU). Please check with your profession's governing body, as there is no universal approach.

Creating the Framework and Developing the Process

- Obtaining commitment from Senior Management
- Setting up a Committee
- Assessing the cost effectiveness of working with in-house resources or outsourcing
- Creating a succession planning framework
- Developing, and documenting a best practices succession planning process

The Players and their Roles

- Leaders/Managers
- Human Resources Professionals
- Employees

Implementing the Plan

- Identifying the challenges to effective succession planning at your workplace
- Critical success factors
- Retaining corporate knowledge
- Strategies for overcoming roadblocks

Prerequisites

There are no prerequisites for this course.

Who should attend this course?

Managers, Senior Leaders, Human Resources Professionals.