Succession planning and management

CODE: HR021

2023

KNOWLEDGE TREE
INTERNATIONAL INSTITUTE LLC

Succession Planning and Management

HR021

Course Overview

A business's ability to function normally after a key position becomes vacant is ensured by succession planning. A corporation may need a succession plan to preserve internal corporate expertise, pinpoint areas where training is necessary to close skill gaps, and invest in its workforce. Finding candidates with the appropriate skill sets and talent to fill the open position is made easier by the process.

Making sure your team has the skills, potential, and ability to serve as managers and leaders in the future, as well as understanding and promoting the values and behaviors linked to your organization's future ambitions, is crucial. The availability of skilled workers who are ready to take on strategic and leadership responsibilities when they become available is increased via succession planning.

There should be a pool of leaders available to take on bigger roles when they become available for the business. Succession Planning is the cornerstone for dealing effectively with unexpected recruiting situations. Having identified and produced replacements/successors for business-critical positions is a must for organizational survival in today's fiercely competitive global business climate. This is how succession planning works.

Your ability to proactively create and implement a talent management and succession strategy to support business performance, recruiting, and retention will be strengthened by this training. Additionally, delegates will learn crucial performance management practices that will boost talent development and performance in both individuals and teams.

Learning Objectives

Participants will be able to:

- Plan out in detail the skills and values of your human resources
- Determine and evaluate the individual's present level of competence.
- Put in place a talent development strategy that will help you develop and keep potential employees.
- The main characteristics of the upcoming leadership generation should be identified and strengthened.
- Plan and carry out a cost-effective succession strategy.
- process improvements for performance management
- to keep track on the progress of your workforce, produce monitoring reports and statistics.

Organizing Advantage

The following advantages will accrue to the firm when its personnel take this course:

- Following the departure of a company's most crucial employees to pursue new career opportunities, retire, or pass away, holistic succession planning maintains business continuation.
- Possibilities for ownership and professional growth will increase employee empowerment and job satisfaction.
- Ability to foresee and react more quickly to changing company conditions and client needs in order to preserve a competitive advantage
- attracting top personnel for positions that are essential to the business
- availability of a bigger talent pool across levels and departments, ready to step into leadership roles as and when needed
- Through succession planning, management and staff can strive toward a common vision, mission, and set of values.
- A competent and skilled workforce that guarantees corporate success
- a tradition of ongoing learning

Personal Advantages

The following benefits will accrue to participants in this strategic succession planning training program:

- Acquire knowledge to assist firms in enhancing their "Leadership Bench Strength"
- Recognize the fundamentals and significance of strategic succession planning
- Has the information and abilities necessary to plan, develop, and carry out a well-defined Strategic Succession Planning method or framework.
- Recognize the essential components of a successful succession planning and management system.
- Important aspects of the succession management method
- Recognize the Processes of Continuity in Succession
- Be familiar with family-owned business succession planning
- Understanding the most effective methods for succession planning

Who should attend this course?

HR Managers

Talent Management Experts

Professionals in Organization Development (OD)

Professionals in learning and development (L & D)

HR Advisors

CEO's
Line Supervisors

Course Format

Face-to-Face

Location: UK/ Singapore/Dubai/ USA

Locate Our Office:

USA - 9905 UNIVERSITY CITY BLVD, #462 CHARLOTTE NC, 28213.

CANADA - 670 HURONTARIO STREET, L5B IP3, MISSISSAUGA, CANADA.

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Schedule and Fees:
$3,950.00 Fees + VAT as applicable
(including coffee breaks and a buffet lunch daily)

Duration: 10 Days

Dates: **20th February,2023 – 10th March,2023**

4th September,2023 – 15th September,2023.