



Strategic Talent Management and Succession Planning Training Course

Ref: #CS2656



Course Introduction / Overview:

This course provides a comprehensive framework for integrating talent management with strategic succession planning to build a resilient and high-performing organization. In today's competitive landscape, attracting, developing, and retaining top talent is no longer just an HR function but a critical business imperative that drives sustainable growth and innovation. This program moves beyond traditional, siloed approaches to present a holistic system where every talent decision supports the organization's long-term objectives. As influential HR thought leader Dave Ulrich argues in his works, such as "HR from the Outside In," human resources must create tangible value for the business. This course, offered by BIG BEN Training Center, is designed to equip participants with the tools to do just that. We will explore the entire talent lifecycle, from strategic workforce planning and competency modeling to identifying and developing high-potential employees for critical leadership roles. Participants will learn to build a robust leadership pipeline, mitigate talent risks, and foster a culture of continuous development, ensuring the organization has the right people with the right skills in the right positions, both for today and for the future. This is an essential journey into creating a future-proof talent ecosystem.

Target Audience / This training course is suitable for:



- Human Resources Directors and Managers.
- Talent Management Specialists and Coordinators.
- Succession Planning Analysts.
- Organizational Development Professionals.
- Line Managers and Department Heads involved in talent decisions.
- Business Leaders and Executives responsible for strategic planning.
- HR Business Partners.
- Learning and Development Managers.

Target Sectors and Industries:

- Banking and Financial Services.
- Oil, Gas, and Petrochemical Industries.
- Telecommunications and Information Technology.
- Healthcare and Pharmaceuticals.
- Government, Public Sector, and Non-Profit Organizations.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Aviation and Transportation.

Target Organizations Departments:

- Human Resources Department.
- Strategy and Corporate Planning Department.
- Learning and Development Department.
- Organizational Development Department.
- All operational departments with line management responsibilities.
- Executive Leadership and Senior Management Offices.
- Talent Acquisition and Recruitment Teams.



Course Offerings:

By the end of this course, the participants will have able to:

- Align talent management strategies with overall business objectives.
- Design and implement a comprehensive, integrated talent management framework.
- Develop robust competency models for critical roles within the organization.
- Utilize assessment tools like the 9-box grid to identify high-potential employees.
- Create targeted individual development plans for emerging leaders.
- Build and manage a sustainable succession pipeline for key positions.
- Implement effective employee retention strategies to reduce turnover.
- Measure the return on investment of talent management initiatives.
- Leverage HR technology to support talent and succession processes.
- Foster a culture of continuous learning and career development.

Course Methodology:



The training methodology at BIG BEN Training Center is designed to be highly interactive, practical, and engaging, ensuring that participants can immediately apply their learning in the workplace. We believe that adult learning is most effective when it combines theoretical knowledge with hands-on application. Therefore, this course utilizes a blended learning approach that includes expert-led presentations, dynamic group discussions, and collaborative workshops. Participants will work through real-world case studies to analyze complex talent management challenges and develop strategic solutions. Interactive exercises, role-playing scenarios, and team-based projects will be used to simulate key processes such as talent review meetings and succession planning discussions. Ample time is allocated for Q&A sessions, allowing for personalized feedback and in-depth exploration of specific organizational challenges. The facilitator will act as a guide, encouraging peer-to-peer learning and the sharing of best practices. This immersive and practical approach ensures a deep understanding of the concepts and builds the confidence needed to drive impactful talent initiatives within any organization.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Talent Management



- The evolution of talent management.
- Linking talent strategy with corporate strategy.
- The integrated talent management lifecycle model.
- Key components of a successful talent management framework.
- The role of leadership in driving the talent agenda.
- Conducting a strategic workforce planning analysis.
- Understanding the business case for integrated talent management.

Unit Two: Identifying and Assessing Talent

- Defining and building competency frameworks.
- Methods for identifying high-potential employees (HiPos).
- Utilizing performance management data for talent identification.
- Introduction to talent assessment tools and psychometrics.
- Mastering the 9-box grid for talent mapping and review.
- Conducting effective talent review meetings.
- Avoiding common biases in talent assessment.

Unit Three: Developing and Retaining Key Talent

- Creating meaningful individual development plans (IDPs).
- The role of coaching and mentoring in talent development.
- Designing leadership development programs.
- Career pathing and managing talent mobility.
- Strategies for enhancing employee engagement.
- Implementing effective employee retention initiatives.
- Building a strong employee value proposition (EVP).

Unit Four: Mastering the Succession Planning Process



- The principles of modern succession planning.
- Identifying critical roles and positions.
- Building and managing talent pools for key functions.
- Developing readiness criteria for potential successors.
- Managing the risks associated with leadership transitions.
- Communicating the succession plan to stakeholders.
- Integrating succession planning with leadership development.

Unit Five: Measuring, Technology, and Future Trends

- Establishing key performance indicators (KPIs) for talent management.
- Measuring the ROI of talent and succession initiatives.
- Leveraging Human Resource Information Systems (HRIS) for talent analytics.
- The role of AI and technology in the future of talent management.
- Addressing the challenges of a multi-generational workforce.
- Building organizational agility through talent mobility.
- Developing a personal action plan for implementation.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:



How can organizations balance the need for structured succession planning with the increasing demand for employee-driven, agile career paths in the modern workplace?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing on the strategic integration of talent management and succession planning as a core driver of business success, rather than treating them as isolated HR functions. While many programs cover the "what" of these topics, our curriculum emphasizes the "how" and "why," providing a clear roadmap for aligning people strategy with corporate objectives. We move beyond theoretical models to provide practical, actionable tools and frameworks that can be immediately implemented. The content is built around real-world case studies and interactive simulations, ensuring participants develop the skills to navigate complex talent challenges, facilitate critical talent review discussions, and build a compelling business case for investment in talent initiatives. Furthermore, the course is forward-looking, addressing the impact of digital transformation, AI, and evolving workforce expectations on talent strategies. Participants will not just learn best practices; they will learn how to adapt these practices to their unique organizational context and build a sustainable, future-ready leadership pipeline that provides a genuine competitive advantage.