

Certificate in Career Development and Succession Planning

Lisbon (Portugal)

19 - 23 January 2026

UK Traininig

PARTNER



Certificate in Career Development and Succession Planning

Code: HR28 From: 19 - 23 January 2026 City: Lisbon (Portugal) Fees: 4400 Pound

Introduction

In today's rapidly evolving business landscape, investing in human capital is no longer optional—it is a strategic necessity.

The Certificate in Career Development and Succession Planning is a specialized training program designed to equip organizations with the tools to proactively shape career pathways and prepare future leaders.

This course targets executive managers, HR professionals, team leaders, and decision-makers across public and private sectors in the MENA region.

It provides practical frameworks for building personalized career development plans, aligning them with institutional goals, and establishing robust succession pipelines that foster growth and sustainability.

Course Objectives

- Understand core concepts of career development and succession planning.
- Analyze institutional talent gaps and future leadership needs.
- Design and implement career path maps aligned with organizational structures.
- Develop individualized employee growth plans.
- Integrate performance and potential assessments.
- Utilize career planning tools and data-driven strategies.
- Promote talent retention and leadership development.
- Align succession planning with corporate vision and strategic goals.

Course Outlines

Day 1: Strategic Foundations of Career Development

- Introduction to career development significance.
- Key differences between career growth and succession.
- Linking career planning with organizational strategy.
- Identifying and analyzing skill gaps.
- Impact of organizational culture on talent development.
- Case studies from successful institutions.

Day 2: Mapping and Evaluating Career Paths

- Principles of career path design.
- Visual career frameworks and mapping models.
- Tools for assessing performance and potential.
- Integrating evaluation with development planning.
- Digital tools for career path planning.
- Practical exercises on career development.

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

Day 3: Succession Planning Methodologies

- Core principles of succession planning.
- Identifying critical roles and high-impact positions.
- Creating a talent database for potential successors.
- Internal leadership development strategies.
- Linking succession with L&D programs.
- Real-world case studies from public/private sectors.

Day 4: Monitoring and Assessment Tools

- KPIs for evaluating career and succession strategies.
- Risk analysis in HR succession frameworks.
- Performance dashboards and reporting.
- Systems for plan monitoring and updates.
- Using big data to drive workforce decisions.
- Brainstorming sessions for model enhancement.

Day 5: Practical Assessment and Implementation

- Reviewing integrated career development strategies.
- Simulating real-world succession planning scenarios.
- Participant presentations and feedback.
- Personalized evaluations of participant work.
- Group discussion on institutional challenges.
- Final certification and action plan wrap-up.

Why Attend this Course: Wins & Losses!

- Gain strategic HR planning capabilities.
- Improve internal promotion processes.
- Strengthen employee trust and retention.
- Enable smooth leadership transitions.
- Reduce dependency on external hiring for key roles.
- Align talent pipelines with long-term goals.
- Build a data-informed HR decision-making culture.
- Increase overall workforce engagement and loyalty.

Conclusion

The Certificate in Career Development and Succession Planning offers a powerful blueprint for organizations to elevate their human capital strategy.

With a comprehensive, hands-on curriculum, this program provides actionable tools and frameworks that empower professionals to address real-world HR challenges effectively.

In an era of continuous transformation, planning for talent growth and leadership succession is not just strategic—it's vital for long-term excellence and resilience.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)
(Switzerland)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
Korea



Phuket (Thailand)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Seoul (South)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients



MANNAI Trading
Company WLL,
Qatar



Alumina Corporation
Guinea



Booking.com
Netherlands



Oxfam GB International
Organization,
Yemen



Capital Markets
Authority,
Kuwait



Waltersmith Petroman Oil Limited
Nigeria



Qatar National Bank
(QNB),
Qatar



Qatar Foundation,
Qatar



AFRICAN UNION ADVISORY
BOARD ON CORRUPTION,
Tanzania



KFAS
Kuwait



Reserve Bank of
Malawi,
Malawi



Central Bank of Nigeria
Nigeria



Ministry of Interior
Kingdom of Saudi Arabia
KSA



Mabruk Oil Company
Libya



Saudi Electricity
Company,
KSA



BADAN PENGELOLA
KEUANGAN Haji,
Indonesia



NATO
Italy



ENI CORPORATE
UNIVERSITY,
Italy



Gulf Bank
Kuwait



المؤسسة العامة للتأمينات الاجتماعية
General Organization for Social Insurance
KSA



Defence Space Administration
Nigeria



National Industries
Group (Holding),
Kuwait



Hamad Medical
Corporation,
Qatar



USAID
Pakistan



STC Solutions,
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS
UN.



Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

