BLACKBIRD FOR TRAINING

Succession Planning and Management

16 – 20 August 2027
Geneva (Switzerland)



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Introduction

Succession planning and management is a critical process that enables organizations to maintain stability and continuity in key roles. It focuses on identifying and preparing individuals to take on essential positions when transitions occur. This approach helps reduce risks associated with sudden vacancies and ensures that operations continue without disruption.

Organizations today operate in dynamic environments where leadership gaps, talent shortages, and workforce changes can directly impact performance. Without a structured succession plan, organizations may struggle to respond effectively to these challenges.

This course provides a practical framework for developing and implementing succession planning strategies. It focuses on identifying critical roles, assessing current capabilities, and preparing future leaders through structured development plans. Participants will gain the tools needed to align succession planning with organizational goals and improve long-term workforce readiness.

Course Objectives

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

- Understand the concept of succession planning and management.
- Identify critical roles within the organization.
- Analyze gaps between current capabilities and future requirements.
- Evaluate performance and potential using structured methods.
- Develop targeted succession plans.
- Build clear career pathways for employees.
- Improve leadership readiness across the organization.
- Align succession planning with strategic objectives.
- Use data-driven tools for decision-making.
- Monitor and evaluate the effectiveness of succession plans.



Course Outlines

Day 1: Foundations of Succession Planning

- Definition and key components of succession planning.
- Differences between traditional workforce planning and succession planning.
- Importance of leadership continuity.
- Identifying critical and high-impact roles.
- Roles of management in succession planning.
- Practical exercise on identifying key roles.

Day 2: Competency Assessment and Gap Analysis

- Defining competencies required for key roles.
- Evaluating current employee performance and potential.
- Identifying gaps between current and future needs.
- Using assessment tools and frameworks.
- Categorizing employees based on readiness levels.
- Practical exercise on gap analysis.

Day 3: Developing Succession Plans

- Designing structured succession plans.
- Identifying potential successors for key positions.
- Creating targeted development plans.
- Building career pathways.
- Aligning development plans with business needs.
- Practical exercises on plan development.

Day 4: Talent Management and Plan Execution

- Linking talent management with succession planning.
- Implementing development plans within the workplace.
- Monitoring employee progress.
- Enhancing leadership readiness.
- Addressing challenges during implementation.
- Practical application on talent management strategies.



Day 5: Evaluation and Continuous Improvement

- Measuring the effectiveness of succession plans.
- Analyzing outcomes and identifying improvements.
- Updating plans based on performance data.
- Preparing structured reports.
- Conducting comprehensive reviews.
- Final integrated practical application.

Why Attend This Course: Wins & Losses!

- Ensure business continuity in key roles.
- Reduce risks related to talent gaps.
- Strengthen future leadership readiness.
- Support data-driven decision-making.
- Improve structured talent development.
- Enhance organizational stability.
- Build effective talent management systems.
- Improve overall workforce performance.

Conclusion

Succession planning and management is a fundamental element in building resilient and future-ready organizations. By identifying critical roles and preparing capable individuals, organizations can ensure continuity and reduce operational risks.

This structured approach supports better workforce planning and aligns talent development with long-term objectives. It also enhances decision-making by providing clear insights into employee potential and readiness.

Effective implementation requires consistent evaluation, accurate data, and ongoing commitment. Over time, succession planning becomes an integral part of organizational culture, contributing to stability and sustained performance.

The course combines structured methodologies with practical applications, enabling participants to design and implement effective succession strategies that support organizational growth and long-term success.

