

5 Days

Leadership Development and Succession Strategist

Success: The Right People in the Right Roles

Upcoming Sessions

13-17 May 2024	Dubai - UAE	$5,950
12-16 Aug 2024	Munich - Germany	$5,950
07-11 Oct 2024	London - UK	$5,950
25-29 Nov 2024	Barcelona - Spain	$5,950
17-21 Feb 2025	Amsterdam - The Netherlands	$5,950

Training Details

Training Course Overview

We foster a culture of "Growing Talent from Within" by providing training and development opportunities for our staff to better equip them for the challenges of today and readiness of tomorrow. - Jan Kincaid

The world is changing faster than ever, and so are organizations. As a result companies need leaders now and in the future who can manage change while executing complex business strategies. To ensure that you have the right leaders in the right places at the right time with the right skill, there needs to be a focus on leadership development. It is absolutely vital, therefore, that organisations need to build a succession planning program that creates leaders faster than the traditional training and development programs and will be able to identify the key business positions within the organization and to develop potential future leaders to occupy them and, consequently, maintain the continuity of business success.

This Anderson training course addresses will focus on the need for an integrated approach to leadership development and succession management, one that aligns these efforts with overall business strategies and drives leadership readiness in high potentials across the organization and the best practice approaches to succession planning and leadership.

Training Course Objectives

By the end of this Anderson training course, delegates will be able to:

- Understand the Succession Planning Process
- Use the relevant tools in identifying the Key Positions and Potential Successors within their organization
- Formulate a Strategic Talent Plan for the organization in line with the Business Strategy
- Create and manage a Sustainable Talent Pipeline
- Manage performance and provide constructive feedback for continuous improvement
- Identify the most effective leadership development approaches

Designed For

This Anderson training course is suitable to a wide range of professionals but will greatly benefit:

- Senior managers responsible for executive succession plans
- Middle managers identifying leadership potential amongst their staff
- HR professionals developing succession plans
- HR professionals in learning & development roles
- Younger professionals with leadership aspirations

Training Details

Day One: What is Succession Planning?

- Elements of business strategy
- Our people are our most important asset
- The employment context
- The HR cycles
- Recruitment and Retention
- Who is Responsible for succession planning?

Day Two: People Plans and Business Plans

- Identifying Critical Roles & Responsibilities
- Current and future needs
- Creating a talent pool
- Conducting Talent Reviews
- Assessing Skills, Knowledge & Attitudes
- Developing Motivation and Engagement

Day Three: Talent Management

- The 'Ideal Leader'
- Defining leadership potential
- Conducting Talent Reviews
- Developing talented personnel
- Retaining talent
- Success of talent programmes

Day Four: The Process of Nurturing Talent

- Effective performance management
- The importance of feedback in nurturing talent
- Tailoring development to individual needs
- Coaching and Mentoring
- Is the organisation's talent development approach working?
- Measuring ROI

Day Five: Challenges of Succession Planning

- Unplanned succession challenges
- Realistic people planning
- Setting and managing career expectations
- Creating an 'engaged' workforce
- Impact of organisational structures on people development opportunities
- Course Review and Personal Planning

The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course.

INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

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