



## Strategic Leadership and Succession Planning

### ► Training Details

#### Online Training Course Overview

The world is changing faster than ever, and so are organizations, and in particular during the short- and medium-term future. 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 online 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.

#### Online Training Course Objectives

**By the end of this Anderson online training course, participants 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 approach

#### Designed For

**This Anderson online 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

#### Online Training Course Outline

**Amongst a wide range of valuable topics, the following will be prioritised:**

- Elements of business strategy
- Attracting, recruiting, developing and retaining talent strategies
- Talent management models and development of talent pipeline
- Developing motivation and engagement
- Reward Strategies - Intrinsic and extrinsic incentives to motivate your talent

- ▶ The use of effective tools for identifying key positions and key successors within the organisation
- ▶ Developing and implementing a performance management process to monitor progress
- ▶ Continuous coaching and mentoring
- ▶ Setting and managing career expectations through the development and implementation of individual development plans and career ladder

## ▶ Preview

**First Session : 11:00 - 12:30**

**1<sup>st</sup> Break : 12:30 - 12:45**

**Second Session : 12:45 - 14:15**

**2<sup>nd</sup> Break : 14:15 - 14:30**

**Third Session : 14:30 - 16:00**

## ▶ The Certificate

Anderson e-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](mailto:info@anderson.ae)

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

Email: [inhouse@anderson.ae](mailto:inhouse@anderson.ae)

**Anderson**  
Executive Development Centre

P.O Box 74589, Dubai, United Arab Emirates

**Web:** [www.anderson.ae](http://www.anderson.ae)

**Email:** [info@anderson.ae](mailto:info@anderson.ae)

**Phone:** +971 4 365 8363

**Fax:** +971 4 360 4759

©2024. Material published by Anderson  
shown here is copyrighted.

All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.