



HUMAN RESOURCES MANAGEMENT

OTM1 TALENT MANAGEMENT AND SUCCESSION PLANNING

Page 1

Leading global companies have realised that the traditional approaches to talent and leadership development have changed. Talent development is more focused on individuals that can become key players within the organisation, who have the skills and determination to keep ahead of the game in today's competitive business environment.

This course has been designed to provide delegates the methods and techniques to create a comprehensive talent management and succession plans programmes. Delegates will develop the tools and knowledge to build an effective communications strategy, identify outstanding executive leaders, develop and manage talent across the organisation, and create a succession plan.

SKILLS ATTAINED

- ✓ Develop talent management strategies
- ✓ Create effective succession plans
- ✓ Identify competencies
- ✓ Plan for overcome skill gaps
- ✓ Review leadership talent
- ✓ Apply talent review techniques
- ✓ Create Professional Development Plans
- ✓ Retain talent

COURSE INFORMATION

 5 Training Days

 Online: £1925 (\$2500)

 At the end of the programme, an achievement certificate will be awarded on the basis of active participation and full time attendance. No examination required.

 25 - 29 Oct 20 (Online)
06 - 10 Dec 20 (Online)
28 - 04 Mar 21 (Online)

 Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

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Page 2

COURSE PROFILE

Developing a systematic approach for the organisation

- ✓ Understanding organisational goals and strategies
- ✓ Working with the board to map critical positions and talent gaps
- ✓ Creating plans that align organisational strategies with generational trends and people motivation
- ✓ Assuring an ethical process and clear criteria
- ✓ Establish metrics to measure performance

Developing executive leaders

- ✓ Establishing accountability and encouraging a shared responsibility for leadership development
- ✓ Identifying frameworks to enhance assessment and talent review techniques
- ✓ Defining leadership competencies
- ✓ The consequences of choosing the wrong candidates
- ✓ Career coaching for developing leadership talent

Managing talent

- ✓ Inspiring talent through influence and role modelling
- ✓ Differentiate between potential, performance and readiness
- ✓ Intentional pathway planning for continuous professional development
- ✓ Utilising transferable skills and up-skilling for the future

Capacity building and succession planning

- ✓ Links between succession planning and other HR Programmes
- ✓ Understanding the characteristics of career stagnation
- ✓ Identifying success profiles and successors
- ✓ Retention strategies for talent
- ✓ Creating mentoring programs

Communication strategy and use of Knowledge Management

- ✓ Create a transparent communication plan for the organisation
- ✓ Best approaches for coordinating face to face discussions with employees
- ✓ Measuring ROI for talent management and succession planning programmes
- ✓ Knowledge Management systems

WHO SHOULD ATTEND

This inspiring and stimulating course is designed for HR Managers, T&D Coordinators, Talent Development Specialist and all those who are responsible for organisational learning and development to support the business success.

COURSE BOOKING

 +44 (0) 207 724 6007

 training@lmcuk.com

 www.lmcuk.com

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“The training session was very informative, practical and will help my professional career in the future.”

Mushtaq Ahmed
WHO, Pakistan