HUMAN RESOURCES MANAGEMENT

HR22 Talent Management and Succession Planning

This course equips delegates with advanced strategies and practical tools to identify and develop potential leaders within their organisations. Participants will learn to craft comprehensive talent management programs and succession plans that not only align with organisational goals but also anticipate and prepare for future challenges. Through a mix of theoretical frameworks and real-world applications, this course ensures that delegates can implement meaningful changes that drive organisational success.

Course Information

Duration: 5 days

London (£4950): 23rd February 2026, 11th May 2026, 6th July 2026, 24th August 2026, 19th October 2026, 7th December 2026, 24th May 2027, 19th July 2027, 13th September 2027, 1st November 2027, 20th December 2027, 27th March 2028

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

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is tailored for HR Managers, Talent Development Specialists, and HR professionals involved in shaping organisational learning and development. It is also ideal for subject matter experts and managers of specialised teams who aspire to enhance their leadership capabilities and prepare for future roles within their organisations. Participants looking to refine their strategies in talent management and succession planning will

find this course particularly beneficial.

Course profile

Establishing Foundations

- Assessing organisational goals and strategic alignment
- Mapping critical roles and identifying talent gaps
- Designing ethical frameworks for talent evaluation
- Setting clear criteria and metrics for talent assessment
- Developing communication strategies for stakeholder engagement

Leadership Development Focus

- Defining and establishing leadership competencies
- Enhancing talent assessment with robust frameworks
- Implementing career coaching and leadership mentoring
- Discussing the impacts of misjudged leadership appointments
- Encouraging accountability and shared leadership responsibilities

Talent Management Strategies

- Inspiring and influencing high-potential individuals
- Differentiating potential, performance, and readiness for roles
- Planning intentional career pathways for ongoing development
- Utilising and expanding transferable skills
- Up-skilling initiatives tailored to future needs

Succession Planning

- Linking succession planning with broader HR initiatives
- Recognising and addressing career stagnation
- Developing success profiles for key positions
- Crafting effective retention strategies for high-value talent
- Establishing and running mentoring programs

Integration and ROI

- Creating a transparent organisational communication plan
- Coordinating effective face-to-face employee interactions
- Integrating knowledge management systems with talent strategies
- Measuring and analysing the ROI of talent initiatives
- Best practices for sustainable talent management

Competencies

At the end of this course, delegates will be able to:

- Align talent management strategies with organisational goals.
- Identify and develop potential leaders within the organisation.
- Design and implement effective succession planning programs.
- Utilise metrics to measure the effectiveness of talent strategies.
- Manage and mitigate the risks associated with leadership transitions.
- Foster a culture of continuous professional development.
- Create comprehensive communication strategies to support HR initiatives.
- Implement and leverage knowledge management systems for organisational benefit.

Course Booking

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www.lmcuk.com

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