

Succession Planning for Sustainable Leadership

Human Resources



9005



In-Class



8 hours

Course Description:

This course equips participants with the skills to design and implement effective succession plans that ensure leadership continuity and organizational sustainability. Participants will explore the strategic impact of planning, understand replacement vs. succession planning, and develop practical skills to identify, engage, and develop successors at all levels.

Target Audience:

This course is designed for mid-to-senior-level HR and organizational development leaders with 5 to 10 years of experience in talent management and looking to ensure leadership continuity and build a strong internal pipeline of high-potential successors.

Course Objectives:

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

- Recognize the value and impact of proactive succession planning.
- Apply structured tools to identify critical roles and prepare successors.

Course Outline

Module 1: Succession Planning Fundamentals

- The definition of succession planning and how it supports long-term leadership continuity
- Distinction between short-term replacement hiring and long-term succession strategies
- Key organizational risks that may arise from leadership gaps
- The core components and application areas of the SUCCESS model
- The roles of key stakeholders and the boundaries of the succession planning process

Module 2: Talent Identification and Engagement Tools

- Identification of key roles at Risk – roles that require proactive succession planning
- Leadership Risk Assessment – readiness evaluation and gap identification

- Individual Engagement Plans – personalized talent development plans for successors
- Development Timelines – Alignment with business needs and role availability
- Pipeline Integration – Linking succession planning to talent development programs

Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in group exercises.

Upon Successful Completion of this Course, participants will obtain:

0.6 CEUs

Course Language:

English Material
Bilingual Explanation

Prerequisites:

N/A