**MAWA EVENTS**

**Address:** No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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# ADVANCED CAREER DEVELOPMENT AND SUCCESSION PLANNING

*"This course uses the concepts of performance and competence to determine career development and success planning opportunities."*

## Schedule

| Venue (InHouse) | Fees |
|---|---|
| At Your Organization Premises | Ask For The Quotation |

## Introduction

Numerous organizations have approached career development and succession planning from a qualitative perspective and have unsurprisingly been less than successful. This course shows participants how to plot employees on a matrix using performance and competence as axes and extract pools of employees such as super keepers, talent pools, HiPos, and others.

## Objectives

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

- Determine the tangible ingredients of human potential and calculate it mathematically.
- Conduct a mathematical gap analysis for career progression or succession plans.
- Create a human potential matrix and plot employees in various performance and talent zones.

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## Why Attend

- Learn to calculate and measure human potential effectively and apply this to career and succession planning.

## Target Audience

- This course is designed for HR professionals with significant knowledge of competencies and KPIs who want to apply this knowledge to talent management, career development, and succession planning.

## Individual Benefits

Gain the ability to measure human potential and use competency frameworks for career development.

## Organizational Benefits

Organizations will benefit from a more structured and measurable approach to career and succession planning.

## Instructional Methodology

The course relies on competency frameworks and KPIs to measure potential and includes activities to help participants calculate and apply career and succession plans.

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## Course Outline

- Human Potential and its ingredients
- Performance Criteria, Competencies, KPIs, and Values
- Competency performance matrix and its quadrants
- Use of competency job profiles for developing careers and succession planning

## Certification

Participants will receive certification upon completing the course.

## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

| **In-House / Customized Training**<br>Interested in running this course for your team?<br>Please contact us: | TEL:<br>**+601116373203** | EMAIL:<br>**info@mawaevents.net** |
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