

CAREER DEVELOPMENT AND SUCCESSION PLANNING TRAINING

“Build future-ready talent by planning career growth and succession strategies for organizational sustainability.”

Schedule

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

► **Available delivery methods:** In-House Training

Introduction

The **Career Development and Succession Planning Training** is designed to equip HR professionals, managers, and organizational leaders with the skills to identify, develop, and retain high-potential employees. This course emphasizes structured career paths, employee development programs, and succession planning frameworks to ensure that critical roles are filled with competent talent. Participants will learn how to align career development initiatives with business goals, foster employee engagement, and prepare the organization for seamless leadership transitions.

Objectives

- Understand the importance of career development and succession planning in organizational growth.
- Identify high-potential employees and assess their readiness for advancement.
- Develop career paths, mentoring programs, and employee development plans.
- Create succession plans for key roles to ensure continuity of leadership and critical skills.
- Align talent development initiatives with business strategy and workforce planning.
- Measure the effectiveness of career development and succession planning programs.

Why Attend

- Gain the skills to create structured career development programs for employees.
- Learn to identify and nurture future leaders within your organization.
- Enhance employee engagement and retention through clear growth opportunities.
- Ensure organizational resilience by preparing for leadership transitions.

Target Audience

- HR professionals responsible for talent management, career development, and succession planning.
- Managers and team leaders involved in employee development and performance management.
- Organizational leaders seeking to secure a pipeline of future-ready talent.
- Learning and development professionals aiming to integrate career planning into training initiatives.

Individual Benefits

- Learn how to design career development frameworks aligned with organizational goals.
- Gain practical skills to implement mentoring, coaching, and development plans.
- Improve the ability to identify and prepare high-potential employees for leadership roles.
- Enhance personal knowledge of talent retention and engagement strategies.

Organizational Benefits

- A robust succession pipeline ensures business continuity and reduces leadership gaps.
- Improved employee retention and motivation through structured growth opportunities.
- Enhanced alignment between talent development initiatives and organizational strategy.
- Better preparedness for organizational changes, retirements, and critical role transitions.

Instructional Methodology

- Interactive lectures on career development theories, succession planning frameworks, and best practices.
- Case studies demonstrating effective career progression and succession strategies.
- Workshops to create career paths, development plans, and succession roadmaps.
- Role-playing exercises for mentoring and coaching high-potential employees.
- Group discussions to share insights and solve real-world talent management challenges.

Course Outline

1. Introduction to Career Development

- Importance of career development in organizational success.
- Key principles and frameworks for employee growth.

2. Identifying High-Potential Talent

- Tools and techniques for talent assessment.
- Evaluating employee competencies, performance, and potential.

3. Designing Career Paths and Development Plans

- Creating structured career progression models.
- Implementing mentoring, coaching, and training programs.

4. Succession Planning for Key Roles

- Identifying critical positions and competencies required.
- Developing succession plans for leadership continuity.

5. Aligning Career Development with Organizational Goals

- Linking talent development initiatives with strategic objectives.
- Integrating succession planning into workforce planning and HR strategy.

6. Monitoring and Measuring Effectiveness

- Evaluating career development programs and succession outcomes.
- Adjusting strategies based on performance metrics and feedback.

Certification

Participants will receive a **Certificate in Career Development and Succession Planning** upon successful completion, validating their ability to implement structured career growth and succession strategies within their organization.

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

Interested in running this course for your team?

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