

Succession Planning

Course Objectives

Successful completion of this course will increase your ability to:

- Identify high-potential employees
- Conduct a gap analysis to identify current and future needs
- Develop a cadre of successors at several levels
- Use employee development plans (EDPs) as a tool for leadership development
- Consider individual results and adherence to values in your assessment of high-potential employees
- Identify pitfalls of poor planning or no planning
- Measure, evaluate and refine your succession management program

How You Will Benefit

As dynamics in the work world continue to change, it is an increasing reality that employees no longer stay with the same organization for decades but move from company to company chasing better opportunities and increased job satisfaction.

Therefore, it is important for companies to be aware of the needs of their top-performing individuals and continue to challenge them. It is also important to establish a succession plan to replace employees if they decide to leave or need to be dismissed.

This course will give you the tools to regain positive momentum after an important employee leaves and teach you how to create a pipeline of new talent and potential leadership. As a result, you will be able to guide development activities of key employees, bring selection systems, reward systems, and management development into alignment with the process of leadership renewal, and avoid major transition setbacks.

Key Topics Covered

This course explores the following subjects in depth:

- Benefits of actively managing succession planning
- Mistakes that contribute to poor succession planning
- The old and new principles of succession planning
- Leadership development strategies and coaching
- Developing your action learning experience
- Competency identification and implementation process
- Assessing alternatives to internal development

What the Course Offers

- Interactive learning setting
- Opportunity to apply the concepts through role-play
- Thorough set of materials: Participant Guide and one-page RM Desk Reference

Length of Course

- 1 day

Audience

- Management Level and Above



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