Leadership Succession Planning in Unions Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Leadership Succession Planning in Unions Training Course is designed to ensure organizational continuity, governance stability, and sustainable union leadership development. In today's rapidly changing labor environment, unions face increasing pressure from labor reforms, workforce transitions, digital organizing, and generational leadership gaps, making structured succession planning essential for resilience and long-term impact.

This training equips union leaders, shop stewards, and governance bodies with practical tools to build talent pipelines, leadership readiness frameworks, mentorship systems, and democratic transition models. Participants will learn how to strengthen union democracy, institutional memory, leadership renewal, and strategic workforce representation while ensuring smooth leadership transitions without disrupting member advocacy or collective bargaining strength.

Programme Curriculum

Leadership Succession Planning in Unions Training Course

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Course Duration

5 days

Course Objectives

1. Build strategic leadership succession frameworks for union continuity
2. Strengthen talent identification and leadership pipeline development
3. Enhance union governance and democratic leadership transition systems
4. Develop high-potential member mapping and skills assessment tools
5. Improve mentorship, coaching, and peer-learning structures
6. Design risk mitigation strategies for leadership gaps
7. Strengthen institutional memory preservation systems
8. Build inclusive leadership development and diversity pipelines
9. Strengthen collective bargaining leadership continuity models
10. Integrate digital HR analytics in succession planning
11. Develop emergency leadership replacement frameworks
12. Enhance member engagement in leadership renewal processes
13. Strengthen long-term union sustainability and organizational resilience

Target Audience

- Union executives and general secretaries
- Shop stewards and workplace representatives
- Labour relations officers
- Union training and education coordinators
- Collective bargaining committee members
- HR and organizational development practitioners in unions
- Emerging union youth leaders
- Labour movement activists and organizers

Course Modules

Module 1: Foundations of Leadership Succession Planning

- Understanding succession planning in unions
- Importance of leadership continuity in labor movements
- Key principles of democratic leadership transition
- Identifying leadership gaps and risks
- Case Study: A teachers' union facing sudden leadership exit and recovery planning

Module 2: Union Governance and Leadership Structures

- Union constitutions and governance frameworks
- Decision-making hierarchies and leadership roles
- Electoral systems and leadership rotation policies
- Transparency and accountability mechanisms
- Case Study: Governance restructuring in a national transport workers union

Module 3: Talent Identification and Leadership Pipelines

- Identifying high-potential union members
- Competency frameworks for union leadership
- Performance tracking and leadership readiness indices
- Building internal leadership pipelines
- Case Study: Youth leadership pipeline in a manufacturing union

Module 4: Mentorship and Coaching Systems

- Designing structured mentorship programs
- Peer learning and leadership shadowing
- Coaching techniques for emerging leaders
- Knowledge transfer and skills development
- Case Study: Senior stewards mentoring new shop floor representatives

Module 5: Institutional Memory and Knowledge Retention

- Capturing tacit and explicit knowledge
- Documentation systems for union processes
- Digital archives and knowledge management tools
- Preventing leadership knowledge loss
- Case Study: Loss of bargaining history and rebuilding institutional memory

Module 6: Leadership Transition and Risk Management

- Planning for planned and unplanned transitions
- Crisis leadership replacement strategies
- Continuity planning during strikes or negotiations
- Risk mapping for leadership vacuums
- Case Study: Emergency leadership transition during industrial action

Module 7: Inclusive and Diverse Leadership Development

- Gender equity in union leadership succession
- Youth inclusion and intergenerational leadership
- Removing barriers to leadership access
- Building equitable leadership development systems
- Case Study: Women-led union transformation initiative

Module 8: Strategic Implementation and Sustainability

- Designing actionable succession plans
- Monitoring and evaluation frameworks
- Integrating succession into union strategy
- Long-term sustainability of leadership systems
- Case Study: National union implementing 10-year leadership renewal plan

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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