Training Course on Talent Management and Succession Planning: Cultivating Future Leaders

Professional Development Training Course Outline

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

Course Introduction

In today's dynamic business landscape, talent management and succession planning are no longer optional but critical imperatives for sustained organizational growth and competitive advantage. Training Course on Talent Management and Succession Planning: Cultivating Future Leaders delves into the strategic processes and practical tools required to attract, develop, engage, and retain high-performing individuals, ensuring a robust pipeline of future leaders. By understanding the intricacies of talent acquisition, performance management, learning and development, and employee engagement, organizations can build a culture of excellence and proactively prepare for future leadership transitions. Mastering succession planning frameworks, identifying high-potential employees, and implementing effective development programs will empower organizations to mitigate risks associated with key personnel departures and ensure business continuity.

This program is designed to equip participants with actionable strategies and best practices in talent development, leadership pipeline management, and retention strategies. Participants will gain a deep understanding of how to conduct thorough talent assessments, design impactful development plans, and foster a supportive environment that encourages employee growth and career progression. Through practical exercises and real-world case studies, attendees will learn to implement effective succession planning processes, identify critical roles, and develop targeted interventions to nurture future leaders. Ultimately, this course will empower organizations to build a resilient and future-ready workforce through strategic human capital management.

Programme Curriculum

Training Course on Talent Management and Succession Planning: Cultivating Future Leaders

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Course Objectives

- Understand the strategic importance of talent management in achieving organizational goals.
- Master effective talent acquisition strategies to attract top-tier candidates in a competitive market.
- Implement robust performance management systems that drive employee development and accountability.
- Design and deliver impactful learning and development programs aligned with organizational needs.
- Develop strategies to enhance employee engagement and foster a positive and productive work environment.
- Understand the principles and benefits of proactive succession planning.
- Learn to identify high-potential employees and assess their readiness for future leadership roles.
- Develop effective leadership development programs to nurture future leaders within the organization.
- Implement strategies for seamless leadership transitions and knowledge transfer.
- Understand the role of mentoring and coaching in accelerating employee development.
- Utilize talent analytics to inform talent management and succession planning decisions.

- Develop strategies for retaining key talent and minimizing the impact of employee turnover.
- Build a culture of continuous development and internal mobility within the organization.

Target Audience

- HR Managers and HR Business Partners – Responsible for aligning talent strategies with organizational goals.
- Talent Acquisition Specialists – Focused on hiring and identifying future leaders within the organization.
- Learning and Development Professionals – Involved in creating training paths for employee growth.
- Organizational Development Consultants – Working to build long-term workforce sustainability.
- Line Managers and Department Heads – Directly involved in developing and mentoring team members.
- Executives and Senior Leaders – Interested in building a robust leadership pipeline.
- Succession Planning Coordinators – Tasked with preparing organizations for key role transitions.
- HR Analysts and Workforce Planners – Using data to drive strategic talent decisions.
- Business Owners and Entrepreneurs – Wanting to future-proof their teams and leadership structures.
- Change Management Professionals – Supporting people transitions and leadership continuity.

Course Duration

- 5 days

Course Modules

Module 1: Foundations of Strategic Talent Management

- Understanding the evolving landscape of talent management
- Aligning talent management with organizational strategy and goals
- The business case for effective talent management practices
- Key trends and challenges in talent management globally
- Developing a holistic talent management framework

Module 2: Mastering Talent Acquisition and Onboarding

- Developing effective employer branding strategies
- Utilizing diverse sourcing channels to attract top talent
- Implementing fair and efficient recruitment processes
- Conducting effective interviews and assessments
- Creating engaging and comprehensive onboarding programs

Module 3: Driving Performance Through Effective Management

- Setting clear performance expectations and goals.

- Providing constructive feedback and coaching for improvement.
- Implementing performance appraisal systems that foster growth.
- Managing underperformance and addressing performance gaps.
- Linking performance management to development opportunities.

Module 4: Cultivating Growth Through Learning and Development

- Identifying learning needs and designing targeted programs.
- Utilizing various learning methodologies and technologies.
- Measuring the impact and ROI of learning initiatives.
- Fostering a culture of continuous learning and development.
- Developing individual development plans (IDPs).

Module 5: Enhancing Employee Engagement and Retention

- Understanding the drivers of employee engagement.
- Implementing strategies to boost motivation and satisfaction.
- Creating a positive and inclusive work environment.
- Developing effective employee recognition programs.
- Strategies for managing employee turnover and retaining key talent.

Module 6: The Imperative of Strategic Succession Planning

- Understanding the benefits and risks of succession planning.
- Identifying critical roles and potential succession gaps.
- Developing a systematic approach to succession planning.
- Engaging senior leadership in the succession planning process.
- Integrating succession planning with overall talent management.

Module 7: Identifying and Developing Future Leaders

- Defining key leadership competencies and potential indicators.
- Implementing assessment tools for identifying high-potential employees.
- Designing customized leadership development programs.
- Utilizing mentoring and coaching for leadership growth.
- Creating opportunities for stretch assignments and experiential learning.

Module 8: Career Growth and Future-Proofing

- Personal branding for Executive Assistants
- Upskilling with AI and automation
- Building an internal network
- Goal setting and career planning

Training Methodology

1. Learning Objectives-Based Design – The course is designed to enhance communication, organization, leadership, and tech-savviness in executive support roles.

2. Blended Learning Approach – Combines live workshops, online modules, and practical tasks for flexible learning.
3. Interactive Lectures and Discussions – Facilitators lead sessions on topics like time management and executive communication, with open discussions for clarity.
4. Simulations and Role-Playing – Real-life office scenarios are simulated to build confidence in decision-making and problem-solving.
5. Soft Skills Development Workshops – Focused sessions enhance professionalism, emotional intelligence, and conflict resolution.
6. Technology Training – Hands-on training with productivity tools (e.g., MS Office, scheduling software, digital communication platforms).
7. Group Activities and Peer Sharing – Team exercises and idea exchanges encourage collaboration and shared learning.
8. Evaluation and Feedback – Includes assessments, feedback forms, and personal action plans to track development.
9. Mentoring and Guest Talks – Industry professionals share success tips and offer mentorship opportunities.
10. Certification and Continuing Development – Participants receive certificates and access to resources for ongoing growth.

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
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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