



International Training
Center Paris

TRAINING SCHEDULE

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TALENT MANAGEMENT AND SUCCESSION PLANNING

Overview:

The Talent Management and Succession Planning training is designed to equip managers with the skills and knowledge required to identify, develop and retain top talent within their organizations. Participants will learn how to create and implement effective talent management and succession planning strategies that align with their organization's goals and objectives.

Objectives:

- Understand the importance of talent management and succession planning in driving organizational success.
- Develop a talent management strategy that aligns with the organization's goals and objectives.
- Identify high-potential employees and create development plans to ensure they are prepared for future roles.
- Build a succession plan to ensure continuity in critical roles.
- Develop a culture of talent management and retention within the organization.

Upon completion of the Talent Management and Succession Planning training, participants will be equipped with the skills and knowledge to create effective talent management and succession planning strategies that align with their organization's goals and objectives. They will have the ability to identify high-potential employees, create development plans, build succession plans, and implement employee retention strategies to ensure the organization has the right talent in the right roles.

Targeted Groups:

- HR managers overseeing talent development
- Succession planning leaders
- Managers responsible for nurturing future leaders
- Leaders focusing on retaining and developing top talent
- Professionals aiming to create robust talent pipelines

Planning:

Day 1: Introduction to Talent Management

- Overview of talent management and succession planning
- The importance of talent management in organizational success
- Developing a talent management strategy

Day 2: Identifying and Developing High-Potential Employees

- Identifying high-potential employees
- Developing individual development plans
- Coaching and mentoring for talent development

Day 3: Building a Succession Plan

- The importance of succession planning
- Identifying critical roles and key competencies
- Developing a succession plan

Day 4: Retaining Top Talent

- Employee engagement and retention strategies
- Compensation and benefits considerations
- Creating a culture of talent management and retention

Day 5: Implementing Talent Management Strategies

- Implementing the talent management and succession planning strategy
- Measuring and evaluating the effectiveness of the strategy
- Continuous improvement of talent management processes