Strategic Talent Management and Succession Planning Training Course



30 Nov - 04 Dec 2026

Paris

5800 € (Per Person)

Ref: #CS1373_185408

Course Introduction / Overview:

In today's volatile and competitive business landscape, an organization's most critical asset is its human capital. Proactively managing this asset is no longer just an HR function but a core strategic imperative for ensuring long-term success and organizational resilience. This course provides a comprehensive framework for integrating talent management and succession planning into the very fabric of your business strategy. Drawing on foundational concepts from thought leaders like Dave Ulrich, who revolutionized the role of HR as a strategic partner, we will explore how to build a sustainable leadership pipeline. This program, offered by BIG BEN Training Center, moves beyond theoretical models to provide actionable strategies for identifying, developing, and retaining high-potential employees. We will delve into practical methodologies discussed in influential works such as "The War for Talent," equipping participants with the tools to conduct effective talent reviews, map critical roles, and mitigate retention risks. This is not just a course on HR processes; it is a strategic guide to future-proofing your workforce, ensuring leadership continuity, and driving superior business performance through a meticulously managed talent ecosystem.

Target Audience / This training course is suitable for:

- Human Resources Directors and Managers.
- Talent Management Specialists.
- Organizational Development Professionals.
- Senior Managers and Department Heads.
- Business Leaders and Executives involved in strategic planning.
- HR Business Partners.
- Learning and Development Managers.

Target Sectors and Industries:

- Banking and Financial Services.
- Information Technology and Telecommunications.
- Healthcare and Pharmaceuticals.
- Oil, Gas, and Energy.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Governmental agencies and public sector organizations.
- Consulting and Professional Services.

Target Organizations Departments:

- Human Resources Department.
- Strategy and Corporate Planning Department.
- Learning and Development Department.
- Operations Management.
- Executive Leadership and C-Suite Offices.
- All departments with line management responsibilities.

Course Offerings:

By the end of this course, the participants will have able to:

- Align talent management strategies with overarching business objectives.
- Develop a comprehensive framework for identifying high-potential employees.
- Implement effective talent assessment tools, including the 9-box grid.
- Design and execute robust leadership development and mentoring programs.
- Create a strategic succession plan for critical leadership and technical roles.
- Enhance employee engagement and retention through structured career pathing.
- Utilize workforce analytics and HR metrics to measure the impact of talent initiatives.
- Manage the knowledge transfer process to ensure business continuity.
- Foster a culture of continuous development and internal mobility.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and directly applicable to the participant's work environment. We believe that adult learning is most effective when it combines new knowledge with practical application and peer collaboration. The course will utilize a blend of expert-led presentations, real-world case study analyses, and interactive group discussions to explore complex scenarios in talent management. Participants will engage in hands-on workshops to practice skills such as competency mapping and building a succession planning matrix. Team-based activities will encourage the sharing of diverse perspectives and problem-solving strategies. A significant portion of the program is dedicated to action planning, where participants will draft initial frameworks for their own organizations. Continuous feedback from the instructor and peers is a cornerstone of our approach, ensuring that learning is reinforced and that participants leave with the confidence and tools to implement these strategic initiatives effectively and drive tangible results.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Talent Management

- The evolution of talent management as a business strategy.
- Linking human capital planning to organizational goals.
- Understanding the complete talent management lifecycle.
- The role of leadership in championing talent initiatives.
- Defining your organization's employee value proposition (EVP).
- Key principles of strategic workforce planning.
- Conducting a skills gap analysis to identify future needs.

Unit Two: Identifying and Assessing High-Potential Talent

- Defining potential versus performance in your organizational context.
- Implementing the 9-box grid for talent segmentation and review.
- Utilizing psychometric assessments and behavioral interviews.
- Designing and running effective talent review meetings.
- Techniques for competency mapping and creating success profiles.
- Identifying critical roles and assessing retention risks.
- Strategies for creating a diverse and inclusive talent pool.

Unit Three: Developing the Leadership Pipeline

- Designing impactful leadership development programs.
- The role of coaching and mentoring in talent growth.
- Creating structured career paths and promoting internal mobility.
- Action learning projects for experiential development.
- Strategies for accelerating the development of emerging leaders.
- Building a culture of continuous feedback and performance improvement.
- Leveraging technology for personalized learning and development.

Unit Four: Implementing a Robust Succession Planning Process

- The key components of a successful succession plan.
- Differentiating succession planning from replacement planning.
- Developing readiness criteria for key positions.
- Communicating the succession plan to stakeholders.
- Managing the transition process for internal promotions.
- Strategies for knowledge transfer and preserving institutional memory.
- Integrating succession planning with external talent acquisition.

Unit Five: Measuring Impact and Future-Proofing the Workforce

- Key performance indicators (KPIs) for talent management and succession planning.
- Utilizing HR metrics and workforce analytics for data-driven decisions.
- Calculating the return on investment (ROI) of talent initiatives.
- The impact of digital transformation on talent management.
- Future trends in workforce planning and organizational development.
- Building organizational resilience through talent agility.
- Creating a personal action plan for implementation.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can an organization balance the transparency of its succession planning process with the need to manage employee expectations and morale?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond the procedural aspects of HR to a deeply strategic and integrated perspective on human capital. While many programs focus on the "how-to" of individual tools, we emphasize the "why" and "what if," connecting every facet of talent management and succession planning directly to business outcomes like innovation, market agility, and long-term profitability. Our curriculum is built on a holistic framework that views talent not as a siloed function but as the central nervous system of the organization. We provide a unique focus on building organizational resilience, equipping leaders to not only fill current gaps but to anticipate and prepare for future challenges through strategic workforce planning and skills gap analysis. The content is enriched with contemporary case studies that reflect today's complex business environment, fostering critical thinking rather than rote memorization. Participants will leave not just with a set of tools, but with a strategic mindset and a customized action plan to transform their organization's approach to talent, ensuring leadership continuity and a sustainable competitive advantage.