Talent Management and Succession Planning Strategies Training Course



07 - 11 Dec 2026

Munich

5100 € (Per Person)

Ref: #HR4433_35856

Course Introduction / Overview:

This comprehensive training course provides an in-depth exploration of modern talent management and succession planning, transforming them from standard HR functions into strategic organizational drivers. In today's competitive landscape, attracting, developing, and retaining top talent is paramount for sustainable success. This program is meticulously designed to equip participants with the advanced skills needed to build and manage a robust talent pipeline. We will delve into the core principles articulated by leading thinkers like Dave Ulrich, who emphasizes the role of HR as a strategic partner. The course moves beyond theory, referencing practical frameworks found in works such as "The Talent Management Handbook" to provide actionable insights. Participants will learn to align talent strategies with overarching business goals, ensuring that the right people are in the right roles at the right time. At BIG BEN Training Center, we are committed to delivering a learning experience that not only imparts knowledge but also fosters the strategic mindset required to lead talent initiatives, manage critical roles, and secure the future leadership of any organization. This course is the definitive guide for professionals seeking to master the art and science of human capital management.

Target Audience / This training course is suitable for:

- Human Resources Managers and Directors.
- Talent Management Specialists.
- Organizational Development Professionals.
- Succession Planning Coordinators.
- Senior Managers and Department Heads.
- Business Leaders and Executives involved in talent decisions.
- HR Business Partners.
- Training and Development Managers.

Target Sectors and Industries:

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

Target Organizations Departments:

- Human Resources Department.
- Organizational Development.
- Training and Development.
- Strategic Planning.
- Executive and Senior Management Teams.
- All operational departments seeking to develop internal talent.

Course Offerings:

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

- Develop a comprehensive talent management framework aligned with business strategy.
- Design and implement a robust and fair succession planning process.
- Identify and assess high-potential employees using tools like the 9-box grid.
- Create targeted development plans to build a strong leadership pipeline.
- Enhance talent acquisition and retention strategies to attract and keep top performers.
- Utilize talent analytics and metrics to inform strategic workforce decisions.
- Integrate diversity and inclusion principles into all talent management practices.
- Manage knowledge transfer for critical roles effectively.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, engaging, and practical, ensuring that participants can immediately apply their learning in the workplace. We move beyond traditional lectures to create a dynamic learning environment. The course heavily relies on real-world case studies, allowing participants to analyze complex talent management and succession planning challenges from various industries. Facilitated group discussions and brainstorming sessions encourage the sharing of diverse perspectives and experiences. Practical exercises, such as developing a succession plan for a hypothetical critical role or creating a competency framework, provide hands-on experience. Role-playing scenarios will be used to practice crucial conversations, such as providing developmental feedback to high-potential employees. Our expert instructors provide continuous feedback and coaching throughout the sessions. This blended approach of theoretical knowledge, practical application, and collaborative learning ensures a deep and lasting understanding of the subject matter, empowering participants with both the skills and the confidence to lead strategic talent initiatives.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Talent Management

- The evolution of talent management as a business imperative.
- Defining the components of an integrated talent management model.
- Aligning talent strategy with organizational vision, mission, and goals.
- The role of leadership in championing a talent-focused culture.
- Conducting a talent audit to identify current capabilities and future needs.
- Understanding the financial impact and ROI of effective talent management.
- Key legal and ethical considerations in talent management practices.

Unit Two: Excellence in Talent Acquisition and Onboarding

- Developing a compelling employer brand to attract top candidates.
- Modern sourcing strategies beyond traditional job boards.
- Implementing competency-based interviewing and selection techniques.
- Designing a strategic onboarding program for rapid integration and engagement.
- Leveraging technology in the recruitment and onboarding process.
- Metrics for measuring the effectiveness of talent acquisition efforts.
- Building a diverse and inclusive talent pipeline from the outset.

Unit Three: Performance Management and Career Development

- Moving from traditional performance appraisal to continuous performance management.
- Setting meaningful goals and providing constructive feedback.
- Coaching and mentoring for employee growth and development.
- Creating individual development plans for all employee levels.
- Designing and managing effective career pathing and mobility programs.
- Identifying and addressing skill gaps within the organization.
- Linking performance outcomes to rewards and recognition.

Unit Four: Designing and Implementing Succession Planning

- Identifying critical roles and key positions for succession planning.
- Assessing potential and readiness of internal candidates.
- Utilizing the 9-box grid for talent review and calibration sessions.
- Developing a formal succession planning framework and policy.
- Communicating the succession plan to stakeholders and employees.
- Strategies for accelerating the development of potential successors.
- Managing the risks associated with leadership and talent gaps.

Unit Five: Advanced Talent Strategies and Future Trends

- Leveraging HR analytics and data to drive talent decisions.
- Strategies for retaining top talent and reducing unwanted turnover.
- Integrating diversity, equity, and inclusion into the talent lifecycle.
- Managing talent in a remote or hybrid work environment.
- The role of artificial intelligence in the future of talent management.
- Building a culture of continuous learning and adaptability.
- Presenting the business case for talent initiatives to senior leadership.

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:

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

How can an organization balance the need for internal succession with the benefits of external talent acquisition to foster innovation and prevent organizational stagnation?

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

This course distinguishes itself by adopting a holistic and strategic perspective on talent management and succession planning, rather than treating them as isolated HR functions. While many programs focus narrowly on process mechanics, our curriculum emphasizes the critical alignment of talent strategy with overarching business objectives, ensuring every initiative delivers measurable value. We move beyond theoretical models to focus on practical application, equipping participants with the ability to design and implement bespoke talent frameworks tailored to their organization's unique context. The content is deeply rooted in contemporary challenges, addressing crucial topics like data-driven talent analytics, fostering diversity and inclusion within the talent pipeline, and managing human capital in a hybrid work landscape. Unlike other courses that may offer a one-size-fits-all solution, this program fosters critical thinking and strategic problem-solving skills. Participants leave not just with a set of tools, but with the sophisticated mindset required to build a resilient, agile, and future-ready workforce, making it an unparalleled investment in both personal and organizational capability.