# Strategic Talent Management and Succession Planning for Leaders Training Course

07 - 11 Dec 2026

Munich

5100 € (Per Person)

Ref: #LE7570_19008

## Course Introduction / Overview:

In today's dynamic business landscape, the ability to strategically manage talent and cultivate a robust leadership pipeline is not merely an HR function; it is a critical organizational imperative for sustained growth and competitive advantage. This comprehensive training course, offered by BIG BEN Training Center, delves into the intricate art and science of strategic talent management and succession planning, equipping participants with the foresight and practical tools needed to build a future-ready workforce. We explore how organizations can proactively identify, develop, and retain high-potential employees, ensuring leadership continuity and organizational resilience. Drawing inspiration from seminal works such as Peter F. Drucker's "The Effective Executive," which emphasizes the importance of leadership effectiveness and strategic contribution, this course provides a holistic framework for integrating talent strategies with overall business objectives. Participants will learn to navigate the complexities of workforce planning, talent acquisition, performance management, and leadership development, transforming theoretical concepts into actionable strategies. This program is designed to empower leaders and HR professionals to anticipate future talent needs, mitigate leadership risks, and foster a culture of continuous development, ultimately driving superior organizational performance and securing a sustainable future for their enterprises.

## Target Audience / This training course is suitable for:

- Senior HR Professionals and Managers.
- Organizational Development Specialists.
- Learning and Development Managers.
- Department Heads and Team Leaders.
- Emerging Leaders and High-Potential Employees.
- Business Unit Directors and General Managers.
- Strategic Planners and Consultants.

## Target Sectors and Industries:

- Technology and Software Development.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Energy and Utilities.
- Telecommunications.
- Government Agencies and Public Sector Entities.
- Non-Profit Organizations.
- Consulting Services.

## Target Organizations Departments:

- Human Resources Department.
- Organizational Development Department.
- Learning and Development Department.
- Executive Leadership and C-Suite Offices.
- Strategy and Planning Department.
- Operations Management Department.
- Talent Acquisition Department.
- Business Development Department.

## Course Offerings:

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

- Develop and implement strategic talent management frameworks aligned with business goals.
- Design and execute robust succession planning processes for critical leadership roles.
- Identify and assess high-potential employees for future leadership positions.
- Create effective leadership development programs and career pathing strategies.
- Leverage talent analytics to inform strategic workforce planning decisions.
- Foster a culture of continuous learning and employee engagement for retention.
- Manage talent mobility and diversity within the leadership pipeline.
- Measure the impact and return on investment of talent management initiatives.

## Course Methodology:

BIG BEN Training Center employs a highly interactive and practical methodology designed to maximize learning and skill application. Our approach integrates a blend of theoretical insights with extensive real-world case studies, allowing participants to analyze complex scenarios and develop strategic solutions. The training incorporates interactive workshops, group discussions, and peer collaboration, fostering an environment where diverse perspectives contribute to a richer understanding of strategic talent management and succession planning. Participants will engage in practical exercises, role-playing, and simulations that mimic actual organizational challenges, enabling them to apply newly acquired knowledge immediately. Constructive feedback sessions are integral to the learning process, providing personalized guidance and reinforcing key concepts. This experiential learning model ensures that participants not only grasp the strategic frameworks but also gain the confidence and practical skills necessary to implement these strategies effectively within their own organizations, driving tangible results and fostering leadership agility.

# Course Agenda (Course Units):

## Unit One Foundations of Strategic Talent Management

- Understanding the strategic imperative of talent management.
- Aligning talent strategy with organizational goals.
- Key components of a comprehensive talent management system.
- Analyzing current workforce capabilities and future needs.
- The role of HR in driving strategic talent initiatives.
- Global trends impacting talent management and leadership.
- Building a talent-centric organizational culture.
- Ethical considerations in talent management practices.

## Unit Two Designing Effective Succession Planning Frameworks

- Introduction to succession planning and its benefits.
- Developing a robust succession planning process.
- Identifying critical roles and leadership positions.
- Assessing leadership competencies and future requirements.
- Creating a leadership pipeline and talent pools.
- Integrating succession planning with performance management.
- Leveraging technology for succession planning efficiency.
- Addressing challenges in succession planning implementation.

## Unit Three Identifying and Developing High-Potential Leaders

- Defining high-potential employees and their characteristics.
- Methods for identifying and assessing high-potential talent.
- Designing targeted development programs for future leaders.
- Mentorship and coaching strategies for leadership growth.
- Experiential learning and stretch assignments for development.
- Building individual development plans for high-potential talent.
- Fostering a culture of continuous learning and development.
- The importance of feedback in leadership development.

### Unit Four Implementing Talent Management and Succession Strategies

- Executing talent acquisition and retention strategies.
- Managing talent mobility and career pathing.
- Developing a diverse and inclusive leadership pipeline.
- Communicating succession plans effectively within the organization.
- Engaging stakeholders in talent management initiatives.
- Addressing resistance to change in talent processes.
- Crisis management and leadership continuity planning.
- Leveraging talent analytics for informed decision-making.

### Unit Five Measuring Impact and Sustaining Future Leadership

- Establishing key performance indicators for talent management.
- Evaluating the effectiveness of succession planning initiatives.
- Calculating return on investment for leadership development programs.
- Continuous improvement in talent management practices.
- Adapting strategies to evolving business environments.
- Building organizational resilience through strong leadership.
- The future of talent management and leadership development.
- Sustaining a legacy of strong leadership within the organization.

## FAQ:

### Qualifications required for registering to this course?

There are no prerequisites.

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

This training course extends over five days, with a daily duration ranging from 4 to 5 hours, including breaks and interactive activities, bringing the total to 20–25 training hours.

### Something to think about:

How can organizations effectively balance the immediate demands of business operations with the long-term imperative of developing future leadership capabilities in a rapidly changing global landscape?

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

This training course distinguishes itself through its holistic and forward-thinking approach to strategic talent management and succession planning. Unlike programs that focus solely on operational aspects, this course provides participants with a strategic foresight, enabling them to anticipate future talent needs and proactively build a resilient leadership pipeline. It integrates cutting-edge research with practical frameworks, offering actionable insights that go beyond theoretical concepts. The emphasis is on developing leadership agility and creating a sustainable talent ecosystem, rather than just implementing isolated HR tools. Participants will engage with real-world scenarios and case studies that reflect current global challenges, fostering a deeper understanding of how to navigate complexities such as digital transformation, workforce diversity, and employee retention. This academic rigor, combined with a strong focus on practical application and strategic impact, ensures that participants leave with not just knowledge, but the capability to drive significant organizational change and future-proof their leadership capabilities.