Strategic Talent Management and Succession Planning for Leaders Training Course



07 - 11 Dec 2026

Milan

5900 € (Per Person)

Ref: #MA1701_16926

Course Introduction / Overview:

In today's rapidly evolving business landscape, effective strategic talent management and robust succession planning are not merely HR functions; they are critical drivers of organizational resilience, competitive advantage, and sustainable growth. This comprehensive training course, offered by BIG BEN Training Center, is meticulously designed to equip senior executives and HR professionals with the advanced strategies and practical tools needed to identify, develop, and retain top talent, ensuring a strong leadership pipeline for the future. Participants will delve into the intricacies of aligning talent initiatives with overarching business objectives, mitigating leadership risk, and fostering a culture of continuous learning and talent optimization. Drawing insights from leading academic thought, including concepts articulated by Dave Ulrich in "The HR Value Proposition," this course emphasizes the strategic role of human capital in achieving organizational excellence. It moves beyond traditional HR practices to focus on proactive workforce planning, high-potential development, and the creation of agile talent ecosystems that can adapt to unforeseen market shifts and technological advancements. By mastering these essential capabilities, leaders will be empowered to build a future-proof workforce and secure their organization's long-term success from A to Z.

Target Audience / This training course is suitable for:

- Senior Executives and C-Suite Leaders.
- Human Resources Directors and Managers.
- Talent Management and Organizational Development Specialists.
- Business Unit Heads and Department Leaders.
- High-Potential Employees identified for future leadership roles.
- Strategic Planners and Business Analysts.
- Learning and Development Professionals.

Target Sectors and Industries:

- Technology and Information Technology Services.
- Financial Services, Banking, and Insurance.
- Manufacturing, Engineering, and Industrial Sectors.
- Healthcare, Pharmaceuticals, and Biotechnology.
- Retail, Consumer Goods, and E-commerce.
- Energy, Utilities, and Natural Resources.
- Consulting, Professional Services, and Advisory Firms.
- Government Agencies, Public Sector Organizations, and Non-Profits.

Target Organizations Departments:

- Human Resources Department.
- Organizational Development Department.
- Strategy and Corporate Planning Department.
- Executive Leadership Teams.
- Operations and Production Department.
- Finance and Accounting Department.
- Learning and Development Department.

Course Offerings:

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

- Develop a robust strategic talent management framework aligned with business goals.
- Design and implement effective succession planning strategies for critical roles.
- Identify, assess, and nurture high-potential employees for future leadership positions.
- Implement competency-based talent assessment and development programs.
- Align talent initiatives with overall business objectives and growth strategies.
- Mitigate leadership risk and ensure business continuity through proactive planning.
- Foster a culture of continuous learning, employee engagement, and talent optimization.

Course Methodology:

This training course employs a highly interactive and practical methodology designed to maximize learning and application. Participants will engage in a dynamic blend of expert-led presentations, real-world case studies, and collaborative group discussions that encourage diverse perspectives and problem-solving. Experiential learning is at the core of BIG BEN Training Center's approach, incorporating role-playing exercises and simulations that allow participants to apply strategic talent management and succession planning concepts in a safe, controlled environment. Feedback sessions are integrated throughout the course, providing personalized insights and opportunities for continuous improvement. The methodology emphasizes practical tools and actionable strategies that can be immediately implemented within participants' organizations. Through this comprehensive and engaging approach, participants will not only grasp theoretical frameworks but also develop the confidence and skills to drive impactful talent initiatives, ensuring a deep understanding and lasting impact on their professional capabilities.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Talent Management

- Understanding the strategic imperative of talent management in modern organizations.
- Linking talent strategy to overall business objectives and competitive advantage.
- Analyzing current workforce trends, skill gaps, and future talent requirements.
- Developing a comprehensive talent management framework and philosophy.
- The critical role of executive leadership in driving talent initiatives and culture.
- Measuring the impact and return on investment (ROI) of talent investments.
- Building a talent-centric organizational culture that attracts and retains top performers.

Unit Two: Attracting, Developing, and Retaining Top Talent

- Strategic talent acquisition, employer branding, and effective recruitment practices.
- Designing impactful onboarding and integration programs for new hires.
- Competency modeling, assessment centers, and talent identification methodologies.
- Crafting personalized development plans for high-potential employees and emerging leaders.
- Implementing advanced employee engagement and retention strategies.
- Performance management systems focused on talent growth and continuous feedback.
- Leveraging human resource technology and analytics in talent management processes.

Unit Three: Mastering Succession Planning Strategies

- Defining succession planning and its critical importance for organizational continuity.
- Identifying key positions and critical roles requiring robust succession plans.
- Assessing leadership potential, readiness, and fit for future leadership roles.
- Developing a robust leadership pipeline and strengthening the talent bench.
- Creating individual succession development plans and career pathing.
- Managing the transition process, knowledge transfer, and mentorship programs.
- Addressing common challenges and best practices in succession planning implementation.

Unit Four: Leadership Development and Future-Proofing Talent

- Designing effective executive development and leadership training programs.
- Implementing mentoring, coaching, and sponsorship for emerging leaders.
- Building diverse, equitable, and inclusive leadership teams and talent pools.
- Strategic workforce planning for future organizational needs and agility.
- Addressing critical skill gaps through reskilling and upskilling initiatives.
- Talent mobility strategies and internal career progression frameworks.
- Preparing for the future of work, automation, and digital transformation impacts on talent.

Unit Five: Implementing and Sustaining Strategic Talent Initiatives

- Developing a comprehensive talent management and succession planning roadmap.
- Gaining executive buy-in and fostering stakeholder engagement across the organization.
- Communicating the value and benefits of talent initiatives effectively.
- Monitoring, evaluating, and refining talent strategies for continuous improvement.
- Integrating HR analytics and data-driven insights for informed talent decisions.
- Building organizational resilience and adaptability through talent agility.
- Case studies and global best practices in strategic talent management.

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:

In an era of rapid technological advancement and unprecedented global change, how can organizations proactively design talent management and succession planning strategies that not only address current needs but also anticipate and adapt to unforeseen future disruptions?

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

This training course distinguishes itself through its deeply strategic and holistic approach to talent management and succession planning, moving beyond operational checklists to focus on cultivating genuine organizational resilience and competitive advantage. Unlike many programs that offer fragmented views, this course provides a comprehensive framework that integrates talent strategy with overall business objectives, ensuring that every talent initiative directly contributes to the organization's long-term success. It emphasizes forward-thinking insights and practical, real-world examples, rather than merely presenting theoretical concepts or generic tools. Participants will engage with advanced methodologies for identifying high-potential employees, developing robust leadership pipelines, and mitigating critical leadership risks. The course is designed to foster a culture of continuous learning and talent optimization, preparing leaders to navigate the complexities of the future of work. Its unique blend of academic rigor and actionable strategies, facilitated by experts, empowers participants to implement impactful, sustainable talent solutions that truly differentiate their organizations.