Strategic Talent Development and Succession Planning Training Course



02 - 06 Nov 2026

Lisbon

4500 € (Per Person)

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Course Introduction / Overview:

This comprehensive course provides a strategic framework for integrating talent development with robust succession planning to ensure organizational continuity and competitive advantage. In today's dynamic business environment, proactively managing human capital is no longer a peripheral HR function but a core business imperative. This program delves into the methodologies for identifying, nurturing, and retaining high-potential employees to build a resilient leadership pipeline. Drawing upon foundational concepts from thought leaders like David Ulrich, particularly his work on HR's strategic role as detailed in "Human Resource Champions," this course moves beyond theory to practical application. Participants will learn to design and implement a cohesive talent management ecosystem that aligns with strategic business objectives. At BIG BEN Training Center, we have crafted this curriculum to empower professionals with the tools to conduct skills gap analysis, create meaningful career development programs, and execute seamless leadership transitions, thereby future-proofing their organizations against talent shortages and market volatility.

Target Audience / This training course is suitable for:

- Human Resources Directors and Managers.
- Talent Management Specialists.
- Succession Planning Coordinators.
- Organizational Development Professionals.
- Line Managers and Department Heads involved in talent review.
- Senior Leaders and Executives responsible for strategic workforce planning.
- HR Business Partners.
- Learning and Development Managers.

Target Sectors and Industries:

- Banking and Financial Services.
- Oil, Gas, and Petrochemical Industries.
- Healthcare and Pharmaceuticals.
- Telecommunications and Information Technology.
- Government, Public Sector, and Non-Profit Organizations.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Consulting and Professional Services.

Target Organizations Departments:

- Human Resources Department.
- Learning and Development.
- Organizational Development.
- Strategic Planning and Corporate Governance.
- Executive Leadership and C-Suite Offices.
- Operations Management.
- All departments with leadership and management roles.

Course Offerings:

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

- Develop a comprehensive talent management strategy aligned with organizational goals.
- Design and implement effective succession planning models for critical roles.
- Utilize tools like the 9-box grid for talent assessment and segmentation.
- Create individualized development plans for high-potential employees.
- Master techniques for conducting talent review meetings and calibration sessions.
- Analyze and mitigate risks associated with leadership and skills gaps.
- Integrate performance management systems with talent development initiatives.
- Measure the return on investment of talent and succession programs using key metrics.
- Foster a culture of continuous learning and internal mobility.
- Leverage talent analytics to inform strategic workforce planning decisions.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and participant-centered. This course moves away from traditional lecture-based formats to a more engaging workshop style that fosters collaborative learning and practical skill development. A cornerstone of our approach is the extensive use of real-world case studies, allowing participants to analyze complex talent management and succession planning challenges faced by various organizations. Through group discussions, team-based exercises, and problem-solving simulations, attendees will apply theoretical concepts to practical scenarios. The facilitator will guide participants through structured activities, including competency mapping, building a succession pipeline, and role-playing difficult conversations in talent reviews. Continuous feedback is provided throughout the sessions, both from the instructor and peers, to refine understanding and application. This blended learning approach ensures that participants not only grasp the strategic frameworks but also leave with the confidence and competence to implement these strategies effectively within their own workplace.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Talent Management

- The strategic importance of talent management and succession planning.
- Linking talent strategy with overall business objectives.
- The complete employee lifecycle from attraction to separation.
- Key concepts in human capital management.
- Understanding the difference between replacement planning and succession planning.
- The role of organizational culture in fostering talent.
- Global trends shaping the future of work and talent.

Unit Two: Identifying and Assessing Key Talent

- Developing a robust competency framework for your organization.
- Methods for identifying high-potential (HiPo) and high-performing employees.
- Conducting effective performance appraisals and reviews.
- Mastering the 9-box grid for talent mapping and segmentation.
- Utilizing psychometric assessments and 360-degree feedback.
- Running productive talent review and calibration meetings.
- Identifying critical roles and assessing flight risk.

Unit Three: Nurturing and Developing the Talent Pipeline

- Designing impactful individual development plans (IDPs).
- The role of coaching and mentoring in leadership development.
- Implementing job rotation, stretch assignments, and action learning projects.
- Building effective leadership development programs.
- Strategies for career pathing and promoting internal mobility.
- Closing skills gaps through targeted training and development.
- Fostering a culture of continuous feedback and learning.

Unit Four: Implementing a Robust Succession Planning Framework

- Designing the succession planning process from start to finish.
- Building and managing a healthy leadership pipeline for all critical levels.
- Communicating the succession plan to stakeholders and employees.
- Managing the transition process for internal promotions.
- Strategies for both planned and emergency successions.
- Integrating diversity and inclusion principles into succession planning.
- Legal and ethical considerations in succession decisions.

Unit Five: Measuring, Technology, and Future-Proofing

- Establishing key performance indicators (KPIs) for talent and succession initiatives.
- Leveraging HR analytics and data to measure program effectiveness.
- Calculating the return on investment (ROI) of talent development.
- The role of HR technology (HRIS/HCMS) in automating talent processes.
- Anticipating future talent needs through strategic workforce planning.
- Engaging senior leadership to champion talent management.
- Final project. creating a draft talent and succession plan for a case study organization.

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 disruption and the rise of artificial intelligence, how must traditional succession planning models evolve to identify and develop leaders with skills that are not yet defined?

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

This course distinguishes itself by offering a deeply integrated and strategic perspective, moving beyond the siloed functions of training and replacement planning. While many programs focus on the "how-to" of individual tools like the 9-box grid, this course emphasizes the "why" by firmly linking every talent initiative back to core business strategy and long-term organizational health. We focus on building a holistic talent ecosystem, ensuring that talent acquisition, performance management, employee development, and succession planning are not separate activities but a cohesive, mutually reinforcing system. The curriculum is built on a foundation of practical application, using extensive case studies and simulations that mirror the complex realities participants face. Rather than just presenting theories, we guide participants in diagnosing organizational needs, designing bespoke solutions, and creating actionable implementation plans. This strategic, systemic, and application-focused approach equips leaders not just with skills, but with a comprehensive framework for building a resilient, agile, and future-ready workforce.