

BEST PRACTICES IN SUCCESSION MANAGEMENT

Overview

Having the right people positioned for succession provides an organization with a path to long-term success and helps an organization build a sustainable competitive edge in the marketplace.

This program, featuring Succession Planning and Management expert, William J. Rothwell, focuses on how to avoid the upheavals of critical vacancies in key positions, and compares best-practice succession management case studies to participants' business plans. The program will uncover key trends from Linkage's research and recent 2007 publication, *Best Practices in Succession Planning* that are influencing the future of succession management and planning.

This is a unique opportunity to bring your own real-life succession challenges and work with William Rothwell and Linkage experts to learn how to close the critical gaps in your succession plan.

Who Should Attend

Experienced OD professionals and business leaders and managers who are involved in their organizations' succession management

Benefits & outcomes

- Identify critical success factors in succession management
- Explore how to get the right leaders at the top of your organization
- Understand how to build a talent pool and retain that talent as a competitive advantage
- Implement the correct succession plan for your organization

Program Curriculum

Day One

- Welcome and introduction
- Research from Linkage's 2007 Book, *Best Practices in Succession Planning* and survey data
 - 7-Step Program to Maximize your Succession Planning System
- Succession Planning versus Talent Management
- Best Practice Case Study Presentation
- Managerial versus Technical Succession Planning
- Exercises: Talent Management Assessment

Day Two

- Welcome
- Unique Competencies Required of Managers to Manage High Potentials
- Linkage's Talent Management System Paradigm
- Linkage's proprietary tool, *The Power of Four*
- Building an Employment Brand
- Analyze Your Organization's Retention Practices
- Live panel interview and Q&A with Bill Rothwell and Linkage faculty
- Summary and Closing

Linkage Training Programs are approved by the following organizations

