

DESIGNING AND IMPLEMENTING SUCCESSION MANAGEMENT SYSTEMS

Overview

Understanding the depth of your talent pool is critical in today's business environment. Organizations around the world are "raising the bar" with regards to knowing who their current and future leaders are, and the capabilities they possess. Much more rigor is being exerted to examine future leadership requirements, assess current capabilities, and determine the steps necessary to close identified gaps.

Through our practical hands-on approach, learn about critical decision points and a step-by-step approach to designing and implementing an effective succession management system.

Who Should Attend

Executives and management development directors, OD practitioners, and HRD executives who are interested in designing or re-designing their succession management process

Benefit & outcomes

- How to craft a business case and blueprint for succession management
- How to select options for assessing your talent pool, and identifying and supporting your high potentials
- How to set up and execute effective succession planning review meetings
- How to integrate succession management with your broader human resource system

Program Curriculum

Module 1: An Overview of Succession Management

- Common barriers to effective succession management
- How does your succession management measure up?
- Key success factors for succession management and opportunities for improvement
- Best practice succession management cycle

Module 2: Analyzing Bench Strength

- Performance, potential, and readiness
- Performance-potential grid
- Practices used for identifying successors
- Types of assessments and assessment matrix
- Dealing with competing demands

Module 3: Identifying Successors

- Facilitating the identification meeting
- Nomination and identification process checklist
- Succession management formal meeting guidelines
- Leader board
- "Closed vs. Open" succession management

COURSE OUTLINE

Module 4: Developing, Acquiring, and Retaining Talent

- Key decision points in implementing a development system
- High-impact development practices
- Factors influencing leadership development
- 360° feedback
- Developmental assignments and cross-functional rotations
- Action learning
- Mentoring
- Successor deployment and retention

Module 5: Measuring and Learning

- Re-evaluating the high potential pool
- Assessing progress and improving process
- Succession management measures of effectiveness

Module 6: Developing the Business Case

- Building the business case
- Emerging internal and external trends
- Succession management readiness assessment
- Benefits of succession management

Module 7: Creating the Architecture

- Succession management scale
- Your organization's succession architecture
- Creating a talent management policy statement

Module 8: Designing the System

- Design considerations
- Succession management process design
- Key responsibilities in a succession management system
- Stakeholder commitment and analysis
- Integrating succession with other systems
- Aligning process, tools, capabilities
- Design, assess and improve your high-level succession management design

Module 9: Planning Implementation

- Top-level plan elements
- Best-in-class companies' communication
- Strategic communication planner

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