

Course Overview:

This 5-day corporate training program is designed to address a critical gap in organizations, where 60% lack formal succession planning processes. Participants will gain practical insights into the latest methodologies and strategies for engaging employees, creating robust career development programs, and implementing effective succession planning frameworks. This interactive course emphasizes the importance of building clear career paths and developing a strong leadership bench to ensure organizational flexibility and long-term sustainability. By focusing on nurturing and retaining talent, attendees will leave equipped to drive workforce development and organizational success.

Course Objective:

By the end of the course, participants will be able to:

- Demonstrate understanding of the basics of career development and succession planning.
- Distinguish succession planning and management from replacement planning, talent management, and human capital management.
- Compare traditional HR focus with a career planning-oriented HR focus.
- Explain the roles of employees and employers in career development.
- Apply innovative corporate career development initiatives to enhance workforce engagement and growth.
- Evaluate and implement an effective succession planning program to address developmental gaps within the organization.
- Prepare individual development plans and support employees in managing their career choices.

Course Outline:

Day 1: Fundamentals of Career Development

1. Understanding Career Development in Corporate Settings Definition and significance. Aligning career development with business objectives.
2. Assessing Workforce Needs Identifying employee aspirations and organizational requirements. Conducting career assessments and skill inventories.
3. Role of Managers in Career Development Coaching and mentoring. Providing growth opportunities.

Day 2: Building Career Development Programs

1. Frameworks for Career Growth Designing career paths and progression models. Promoting lateral and vertical growth opportunities.
2. Employee Engagement in Development Fostering a culture of continuous learning. Empowering employees to take ownership of their growth.
3. Measuring Program Effectiveness KPIs for career development initiatives. Using feedback to refine programs.

Day 3: Introduction to Succession Planning

1. Why Succession Planning Matters Mitigating risks of leadership gaps. Ensuring business continuity.
2. Identifying Critical Positions and Successors Role mapping and identifying key roles. Developing criteria for successor selection.

Training Language:

EN

Training Methodology:

The course combines various teaching methods, including instructor-led presentations, group discussions, case study analyses, and assessments through quizzes and a final exam to engage participants and ensure they understand and retain the material.

Venue | Date | Fees

Khobar | 09-02-2025 | 14,375 SAR

3. Assessing Potential and Readiness Evaluating leadership capabilities.Addressing development needs for successors.

Day 4: Designing and Implementing Succession Plans

1. Creating Succession Pipelines Talent pools and readiness tracking.Integrating succession plans with organizational strategies.
2. Risk Mitigation in Succession Planning Contingency planning for unexpected vacancies.Managing resistance and fostering buy-in.
3. Communicating Succession Plans Transparency in planning.Balancing confidentiality with clarity.

Day 5: Integrating Career Development and Succession Planning

1. Aligning Development and Succession Goals Building a cohesive strategy.Leveraging technology for integration.
2. Case Studies and Practical Applications Analyzing successful corporate examples.Group exercises on real-world scenarios.
3. Continuous Improvement and Follow-Up Monitoring and updating plans.Sustaining momentum through leadership involvement.

Who Should Attend:

- Human Resources professionals.
- Talent management specialists.
- Department heads and managers responsible for team development.
- Senior leaders involved in organizational planning.
- Individuals aspiring to roles in HR strategy and workforce planning.