



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 08 February 2026 To 12 February 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

Succession planning and career pathing are critical components of human resource strategies in organizations aiming to sustain growth, manage talent, and ensure seamless leadership transitions. This 5-day course is designed to provide human resource professionals, managers, and executives with practical tools and insights to develop robust succession plans and career pathing models that align with organizational goals and employee aspirations.

- Understand the fundamental concepts of succession planning and career pathing.
- Identify and assess critical roles within an organization.
- Develop and implement effective succession plans.
- Create career pathing models that promote employee engagement and retention.
- Align talent management strategies with organizational objectives.

## Course Outlines

### Day 1: Introduction to Succession Planning and Career Pathing

- Definitions and importance of succession planning and career pathing.
- The business case for strategic talent management.
- Identifying key roles and competencies.
- Integrating succession planning with organizational strategy.
- Assessing current state and readiness for succession planning.

### Day 2: Building a Succession Planning Framework

- Steps to create a succession planning framework.
- Identifying high-potential employees and leadership qualities.
- Evaluating and developing talent pools.
- Creating individual development plans.
- Monitoring and measuring progress and success.

### Day 3: Designing Career Pathing Models

- Understanding employee career aspirations and organizational needs.
- Mapping career paths and critical positions.
- Aligning learning and development with career paths.
- Tools and technologies for career pathing.
- Communicating career pathing opportunities to employees.

### Day 4: Implementing and Monitoring Succession Plans and Career Paths

- Best practices for implementing succession plans.
- Integrating career pathing into performance management.
- Overcoming common challenges and barriers.
- Techniques for effective coaching and mentoring.
- Real-world case studies and lessons learned.

### Day 5: Evaluating and Improving Talent Management Strategies

- Key performance indicators for succession planning and career pathing.
- Feedback mechanisms and stakeholder engagement.
- Continuous improvement and adaptation strategies.
- Innovation and future trends in talent management.
- Developing a strategic action plan for ongoing success.