



London TDM

## HR Training Courses

**Course Venue:** United Kingdom - London

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

**Course Place:** London Paddington

**Course Fees:** 6,000 USD

## Introduction

Succession Planning and Leadership Pipeline is a crucial aspect of ensuring the long-term success and sustainability of any organization. This 5-day professional course is designed to equip participants with the knowledge, tools, and strategies necessary to effectively develop and implement a succession plan and build a robust leadership pipeline. Through interactive sessions and practical exercises, attendees will gain insights into identifying potential leaders, nurturing their development, and ensuring the continuity of organizational leadership.

## Objectives

- Understand the key concepts and importance of succession planning.
- Identify critical positions and potential successors within an organization.
- Develop strategies to build and sustain a leadership pipeline.
- Assess and implement best practices for leadership development.
- Create a comprehensive succession plan tailored to organizational needs.

## Course Outlines

### Day 1: Introduction to Succession Planning

- Understanding the need and importance of succession planning.
- Key concepts and terminology.
- Identifying critical roles and functions.
- Evaluating current succession planning efforts.
- Case studies of successful succession planning.

### Day 2: Identifying and Developing Potential Leaders

- Tools and techniques for identifying high-potential talent.
- Assessment and evaluation methods.
- Building individual development plans.
- Mentoring and coaching for leadership development.
- Nurturing diverse talent for leadership roles.

### Day 3: Building a Leadership Pipeline

- Defining the leadership pipeline structure.
- Integrating succession planning with talent management.
- Strategies for employee engagement and retention.
- Role of organizational culture in building a pipeline.
- Metrics for measuring pipeline effectiveness.

### Day 4: Best Practices and Challenges in Succession Planning

- Exploring best practices in succession planning.
- Overcoming common challenges and obstacles.
- Addressing gaps in current succession plans.
- Technology and tools for effective planning.

- Exercises: Drafting a succession plan framework.

### **Day 5: Implementation and Continuous Improvement**

- Steps for implementing a succession plan.
- Creating a culture of continuous leadership development.
- Regular review and update of succession plans.
- Feedback mechanisms and course corrections.
- Final project: Presenting a succession plan for peer feedback.