

Career Development & Succession Planning

Date Venues (\$)Fees Book your seat

14 Dec -18 Dec 2025 Dubai 2900 <u>Register Now</u>

Course objectives:

- Define succession planning
- Use competencies to define organizational succession requirements
- Follow a step by step process to plan succession within their organization
- State the key elements of a performance management process
- Identify the working characteristics of an assessment centre
- · Assess individual competency levels
- Link succession planning with manpower planning and career development planning
- Design Individual Development Plans
- Introduce a system of mentoring and coaching within the organization

Who should attend?

All managers who are responsible for career development and succession planning within their organization.

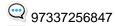
Course Outline:

- Introduction to succession planning
 - The costs of avoiding succession planning
 - · Openness of succession planning
 - Decision making: hiring or training for positions
 - The value of work experience for managerial ability
 - Disaster planning
 - Helping to promote organizational excellence
 - · Succession planning tools and processes
 - · Competencies in succession planning
 - How to identify potential within individuals
 - · Fast-track routes for some individuals
 - · Performance management
 - Assessment centers
 - 360 degree feedback
 - Human resource planning tools
 - · Manpower planning and career development planning
 - · Designing Individual Development Plans
 - Clarifying mentoring and coaching
 - The value of a mentor
 - Identifying mentors

- Coaching skills
- Coaching: a way of life within the organization

WORKSHOP STYLE:

A mixture of short presentations, interactive discussion, individual exercises and group work. The emphasis throughout is on a practical approach using case material and examples.



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