



Consulting and Training | Reach New Heights

Course Name

Leadership Development and Succession Planning

Sector Name

HR Strategy and Training

Document Type

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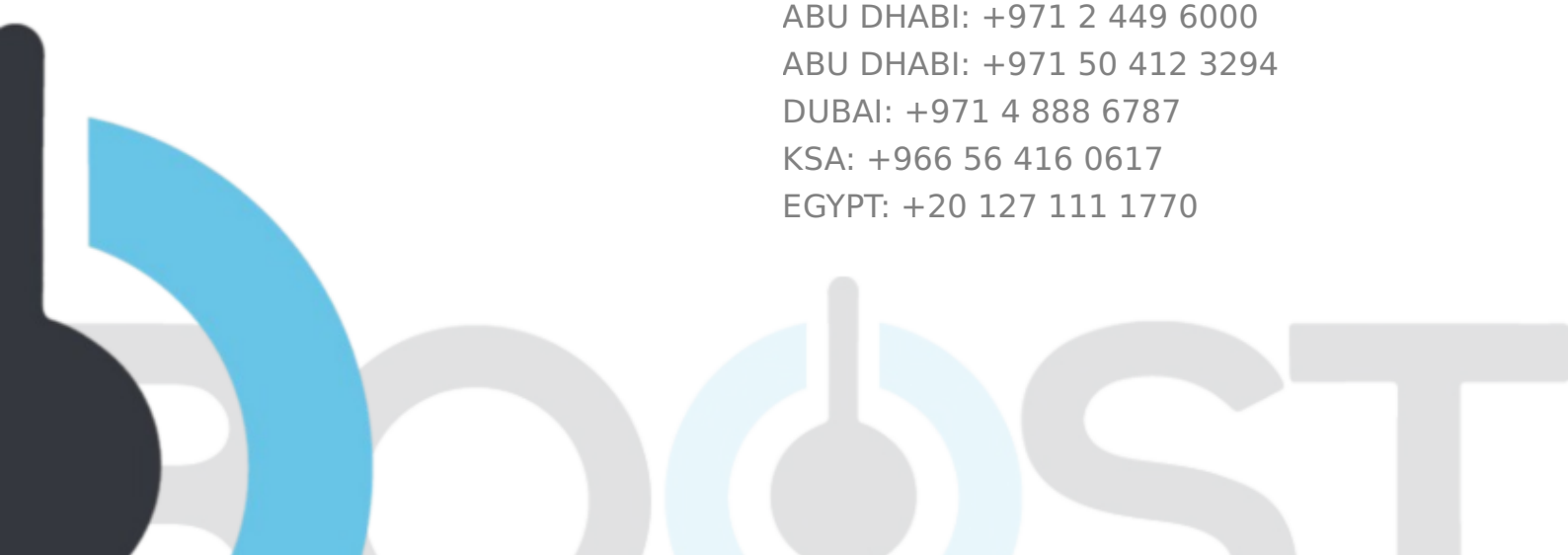
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Leadership Development and Succession Planning

Course Introduction

In today's dynamic business environment, organizations must ensure they have strong leadership pipelines capable of sustaining long-term growth, navigating change, and maintaining business continuity. Leadership development and succession planning have become strategic priorities that enable organizations to identify high-potential talent, prepare future leaders, preserve critical organizational knowledge, and reduce the risks associated with leadership transitions.

Effective succession planning is no longer a reactive process—it is a proactive strategy that strengthens organizational resilience and supports sustainable success.

This comprehensive training program provides participants with knowledge, practical frameworks, and internationally recognized best practices required to design and implement effective leadership development and succession planning strategies.

Participants will learn how to identify leadership potential, develop future-ready leaders, build talent pipelines, establish competency-

based succession plans, and create a culture of continuous leadership development that aligns with organizational strategy.

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Leadership Development and Succession Planning

Target Audience

- ✓ HR Directors and HR Managers
- ✓ Talent Management Professionals
- ✓ Organizational Development Specialists
- ✓ Learning and Development Managers
- ✓ HR Business Partners
- ✓ Senior Managers and Leaders responsible for developing future talent

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Learning Objectives

- ✓ Develop leadership development strategies aligned with organizational objectives.
- ✓ Identify and assess high-potential employees for future leadership roles.
- ✓ Design competency-based succession planning frameworks.
- ✓ Build sustainable leadership pipelines that support business continuity.
- ✓ Apply leadership assessment and development methodologies to accelerate talent growth.
- ✓ Measure the effectiveness of leadership development and succession planning initiatives.

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Leadership Development and Succession Planning

Course Outline

✓ Day 01

Strategic Foundations of Leadership Development

Leadership as a Strategic Advantage

- ✓ Evolution of modern leadership
- ✓ Aligning leadership capabilities with business strategy
- ✓ Building leadership culture across the organization

Leadership Competency Frameworks

- ✓ Identifying critical leadership competencies
- ✓ Defining leadership success profiles
- ✓ Developing competency-based leadership models

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Course Outline

✓ Day 02

Identifying and Developing Future Leaders

Talent Identification

- ✓ Recognizing high-potential employees
- ✓ Assessing leadership readiness
- ✓ Building objective talent assessment processes

Leadership Development Programs

- ✓ Creating individual development plans
- ✓ Coaching, mentoring, and experiential learning
- ✓ Accelerating leadership capability development

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Course Outline

✓ Day 03

Succession Planning Frameworks

Building Succession Strategies

- ✓ Designing succession planning models
- ✓ Identifying critical positions and business risks
- ✓ Creating leadership talent pipelines

Transfer and Business Continuity

- ✓ Preserving organizational knowledge
- ✓ Managing leadership transitions effectively
- ✓ Supporting long-term organizational stability

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Course Outline

✓ Day 04

Leadership Assessment and Performance Management

Leadership Assessment Tools

- ✓ Competency-based leadership assessments
- ✓ Performance and potential evaluation
- ✓ Leadership feedback and development reviews

Measuring Leadership Effectiveness

- ✓ Leadership performance indicators
- ✓ Evaluating succession readiness
- ✓ Continuous improvement of leadership programs

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Course Outline

✓ Day 05

Leadership Pipeline Governance and Succession Execution

Leadership Governance for Sustainable Succession

- ✓ Governance frameworks, roles, and accountability for leadership development and succession planning.
- ✓ Integrating succession planning with organizational strategy, risk management, and business continuity.
- ✓ Leadership governance best practices, ethical considerations, and diversity in succession decisions.

Executing and Sustaining Leadership Pipelines

- ✓ Developing and implementing enterprise-wide succession roadmaps and leadership pipelines.
- ✓ Monitoring succession readiness through leadership dashboards, KPIs, and talent analytics.
- ✓ Driving continuous improvement through succession reviews, talent calibration, and action planning.

Leadership Development and Succession Planning

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 23, 2027	May 27, 2027	5 days	4250.00 \$	KSA , Dammam
Sept. 28, 2026	Oct. 2, 2026	5 days	4950.00 \$	Indonesia , Jakarta
Jan. 4, 2027	Jan. 8, 2027	5 days	4250.00 \$	UAE , Dubai
March 15, 2027	March 19, 2027	5 days	4250.00 \$	UAE , Dubai

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