

Course Name

Strategic Talent Management: Workforce Planning and Succession Excellence

Sector Name

HR Strategy and Training

Document Type

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Strategic Talent Management: Workforce Planning and Succession Excellence

Course Introduction

This program provides HR leaders and professionals with the essential frameworks, tools, and techniques to develop and implement strategic talent management and succession planning systems that ensure organizational sustainability, agility, and long-term performance.

Through a combination of practical workshops, models, and real-world case studies, participants will learn how to align workforce planning with organizational strategy, identify and develop high-potential employees, and build robust succession pipelines for critical roles — all while maintaining alignment with government or corporate governance standards.

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Strategic Talent Management: Workforce Planning and Succession Excellence

Target Audience

- ✓ HR Directors, HR Managers, and HR Business Partners
- ✓ Organizational Development and HR Planning Professionals
- ✓ Talent Management, Succession Planning, and Learning & Development Leaders
- ✓ Department Heads and Line Managers involved in workforce decisions
- ✓ Government and Semi-Government HR and Strategic Planning Specialists

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Learning Objectives

- ✓ Understand the strategic role of talent management in achieving organizational goals.
- ✓ Conduct effective workforce planning aligned with business strategy and future needs.
- ✓ Identify critical roles and competency gaps across the organization.
- ✓ Design and implement talent assessment and succession planning frameworks.
- ✓ Develop strategies to attract, retain, and engage high-potential talent.
- ✓ Create development and readiness programs for successors.
- ✓ Integrate performance management, learning, and career development into talent strategies.
- ✓ Use talent analytics and KPIs to track workforce and succession effectiveness.
- ✓ Build an organizational culture that supports talent growth and leadership continuity.

Strategic Talent Management: Workforce Planning and Succession Excellence

Course Outline

✓ DAY 01

Strategic Foundations of Talent Management

- ✓ The evolution of talent management and its strategic importance
- ✓ Linking talent strategy to organizational vision, mission, and objectives
- ✓ Understanding workforce dynamics and the future of work in public and private sectors
- ✓ Defining talent in your organization: critical roles, key performers, and future potential
- ✓ Components of a strategic talent management framework
- ✓ HR as a strategic business partner — aligning talent management with strategic goals
- ✓ Workshop: Assessing current talent management maturity in your organization

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Course Outline

✓ Day 02

Workforce Planning and Forecasting

- ✓ The workforce planning cycle: Analyze → Forecast → Plan → Execute → Monitor
- ✓ Internal and external workforce drivers (demographics, technology, labor market, regulations)
- ✓ Methods for forecasting talent supply and demand
- ✓ Identifying critical roles and organizational risk due to talent gaps
- ✓ Competency-based workforce analysis and mapping
- ✓ Scenario planning and staffing models
- ✓ Aligning workforce planning with government controls and budgeting cycles
- ✓ Practical Exercise: Develop a workforce planning model for your department or unit

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Course Outline

✓ Day 03

Identifying and Developing Talent

- ✓ Talent segmentation: core, critical, and high-potential roles
- ✓ Tools for assessing potential and performance (9-box grid, talent matrix, and readiness scales)
- ✓ Competency frameworks and behavioral indicators
- ✓ Individual development plans (IDPs) and leadership development pathways
- ✓ Coaching, mentoring, and experiential learning for talent acceleration
- ✓ Diversity and inclusion in talent pipelines
- ✓ Activity: Conduct a mock talent review meeting and identify key successors

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Course Outline

✓ Day 04

Building and Implementing Succession Planning Systems

- ✓ The purpose and benefits of succession planning
- ✓ Linking succession planning to strategic workforce planning
- ✓ Identifying key positions and developing succession maps
- ✓ Building a talent pool and readiness assessment system
- ✓ Risk management: mitigating leadership and knowledge loss
- ✓ Integrating succession with performance, career management, and L&D programs
- ✓ Engaging top management in talent reviews and succession discussions
- ✓ Case Study: Review a successful government / corporate succession plan and its key takeaways

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Course Outline

✓ Day 05

Sustaining Talent and Succession Excellence (Half-Day Session)

- ✓ Monitoring and evaluating the effectiveness of succession plans
- ✓ Key metrics and analytics for talent management (retention, readiness, internal mobility)
- ✓ Ensuring alignment with audit, governance, and control frameworks
- ✓ Communicating and embedding the culture of talent ownership
- ✓ Workshop: Develop a mini “Talent & Succession Strategy Roadmap” for your organization
- ✓ Course summary, reflection, and action planning

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 10, 2027	May 14, 2027	5 days	4950.00 \$	Spain , Madrid
Aug. 16, 2027	Aug. 20, 2027	5 days	4250.00 \$	UAE , Dubai
Dec. 14, 2026	Dec. 18, 2026	5 days	4250.00 \$	UAE , Dubai
Jan. 17, 2027	Jan. 21, 2027	5 days	4250.00 \$	KSA , Riyadh

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