

Succession Planning in Disruptive Times

A 2-day training course for corporations, government organizations, and medium-sized enterprises

Course Objectives

- Discover the future of work and how to successfully build, lead, and engage the workforce
- Understand the fundamentals of succession planning and the step-by-step process for effective talent development and succession planning
- Learn about the model, framework, drivers, and attributes of an agile workforce
- Explore competency-based succession planning as an enhancement to talent development
- Apply a systematic approach to adapting organizations to the disruption and propagating change organization-wide

Who Should Attend

Middle and senior managers from all management fields, both technical and non-technical

Module Outline

Module 1: Leading the Future Workforce

- The future of work
 - VUCA world
 - The new work landscape
 - Leveraging on the “gig” economy;
 - Work-life integration;
- The future workforce
- Employee engagement in the workforce of the future

Module 2: Succession Planning for Corporations in Disruptive Times

- Fundamentals of succession planning
- The 5-step succession planning process:
 - Identifying critical job positions
 - Develop a talent profile
 - Identify talents
 - Develop action plans to groom successors
 - Evaluation of succession planning
- Succession planning templates
 - Critical job positions and progress tracking template
 - Talent profile template

Module 3: Building an Agile Organization

- Organizational agility model
- The agile workforce
- Creating the framework for an agile organization

Module 4: Competency-based Succession Planning

- Understanding competencies
- Developing a competency profile as an enhancement to the talent profile

Module 5: Adapting Organization to the Disruption

- Accept and motivate change
 - Create readiness for change
 - Overcome resistance to change
- Create a vision
 - Propagate the core ideology
 - Construct the envisioned future
- Develop support
- Manage the transition
 - Diagnose current & arising problems
- Sustain the change momentum