MERCURY

# Talent & Succession Management Masterclass

8 – 12 February 2027
London (UK)



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# Talent & Succession Management Masterclass

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## Introduction

The Talent & Succession Management Masterclass helps organizations build resilient leadership pipelines and sustain long-term business continuity. It provides strategic insight into identifying, developing, and retaining high-potential talent aligned with organizational goals. Participants will learn how to assess critical roles, forecast leadership gaps, and design actionable succession plans. This masterclass emphasizes both theory and best practices, supported by real-world scenarios and frameworks. It also addresses how to integrate talent management with performance management and HR strategy. Ultimately, the course equips HR leaders and business executives with the tools to future-proof their workforce.

## Targeted Groups

This Talent & Succession Management Masterclass targets professionals seeking specialized knowledge and skills:

- HR managers and talent development specialists.
- Organizational development and learning & development professionals.
- Line managers are responsible for team growth and leadership.
- Executives are planning long-term leadership succession.
- Consultants in HR strategy and change management.
- High-potential individual contributors preparing for future leadership roles.

## Course Objectives

Participants will achieve the following objectives by the Talent & Succession Management Masterclass:

- Understand the strategic importance of talent management and succession planning.
- Learn to map critical roles and identify leadership gaps within their organization.
- Develop robust frameworks for assessing high-potential employees.
- Create tailored individual development plans to nurture future leaders.
- Build a sustainable talent pipeline aligned with business objectives.
- Design succession planning processes with transparent governance and accountability.
- Measure and evaluate the effectiveness of talent and succession strategies.
- Communicate succession initiatives to stakeholders and secure buy-in.

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## Targeted Competencies

Participants will gain the following competencies during the program:

- Strategic thinking in workforce planning and leadership continuity.
- Talent assessment skills, including potential vs performance evaluation.
- Proficiency in designing individual development plans IDPs and high-potential programs.
- Capability to build and manage a leadership bench strength and talent pool.
- Competence in succession governance and risk management for key positions.
- Communication and stakeholder engagement, especially in change processes.
- Ability to align succession planning with performance management systems.
- Analytical capacity to define metrics, KPIs, and measure ROI of talent initiatives.

## Studying Scenarios

In this training, participants will develop their skills through the analysis of the following scenarios:

- A scenario in which a key executive unexpectedly departs, forcing participants to act quickly and use a succession slate.
- A case of identifying “hidden” high-potential talent among mid-level managers, using talent assessment frameworks.
- Organizational redesign involves redefining roles and refreshing succession plans.
- A situation where stakeholders resist investment in succession planning, requiring a business case and communication strategy.
- A scenario where talent mobility and internal career pathing retain high-potential staff amid the risk of attrition.

## Course Content

### Unit 1: Fundamentals of Talent & Succession Management

- Definition and principles of talent management and succession planning.
- Strategic link between business objectives and leadership continuity.
- Role of talent management in organizational resilience.
- Identifying and defining critical roles and successor risk.
- Trends and challenges in succession planning e.g., demographic, remote work.
- Ethical considerations and diversity in succession decisions.

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## Unit 2: Talent Identification & High-Potential Assessment

- Defining high-potential HiPo talent versus high performance.
- Competency modeling and leadership competency frameworks.
- Tools for assessing potential: psychometric tests, interviews, and behavior-based assessments.
- Talent mapping and bench-strength analysis.
- Gap analysis: current vs future leadership needs.
- Succession risk assessment and readiness scoring.

## Unit 3: Development Planning & Talent Pipeline Design

- Creating individual development plans IDPs for successors.
- Leadership development strategies: mentoring, coaching, and stretch assignments.
- Building a structured talent pipeline.
- Career pathing and internal mobility frameworks.
- Designing rotational programs and cross-functional exposure.
- Embedding learning culture and building a learning organization.
- Succession planning for emergency and long-term scenarios.

## Unit 4: Governance, Communication & Stakeholder Engagement

- Establishing a governance model for succession planning.
- Roles and accountability: HR, senior leadership, supervisors.
- Building a business case and gaining stakeholder buy-in.
- Communication strategies for succession initiatives.
- Succession planning forums and talent review boards.
- Change management principles applied to succession.
- Maintaining transparency while managing sensitive talent data.

## Unit 5: Measuring, Monitoring & Sustaining the Talent Strategy

- Defining metrics and KPIs for talent and succession programs.
- Talent dashboard and reporting tools.
- Evaluating the success and maturity of your succession plan.
- Continuous review and updating of successor slates.
- Aligning performance management with succession outcomes.
- Ensuring retention and engagement of high-potential talent.
- Embedding sustainability: succession as an ongoing strategic process.

# Final Insights & Key Takeaways

By the end of this masterclass, participants will build a resilient, future-proof leadership pipeline that aligns with their organization's long-term goals. They will understand how to measure success and sustain their talent management strategy for enduring business continuity.