MERCURY

Human Resources (HR) Succession Planning

22 – 26 August 2027
Sharm El-Sheikh (Egypt)



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Ref: 16178_1084750 **Date:** 22 – 26 August 2027 **Location:** Sharm El-Sheikh (Egypt) **Fees:** 4500 Euro

Introduction:

Succession planning in human resources is a critical strategy to ensure leadership continuity, mitigate risks, and preserve institutional knowledge within an organization. This Human Resources HR Succession Planning course equips HR professionals and organizational leaders with the tools and insights to identify, develop, and retain top talent for critical positions.

Through real-world examples and structured methodologies, participants will explore proactive succession strategies aligned with business goals. The Human Resources HR Succession Planning training course addresses both short-term readiness and long-term talent pipeline development.

Attendees will also learn how to design succession frameworks adaptable to organizational changes and growth. Practical exercises will guide participants in assessing potential successors and building robust development plans. The Human Resources HR Succession Planning program aims to elevate the strategic role of HR in organizational sustainability.

Targeted Groups:

This Human Resources HR Succession Planning training course targets professionals seeking specialized knowledge and skills:

- HR managers are responsible for strategic talent management.
- Talent development professionals aim to create sustainable pipelines.
- Organizational development consultants work on workforce continuity.
- Senior managers prepare leadership transition strategies.
- Learning and development specialists enhance internal mobility.
- Business owners are planning for leadership succession.
- Corporate strategists oversee human capital planning.
- Government and non-profit HR officers are involved in succession planning.
- Recruitment and resourcing managers develop internal talent pools.
- Professionals in change management and workforce transformation.

Targeted Competencies:

Participants will gain the following competencies during the Human Resources HR Succession Planning program:

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- Strategic thinking in human capital planning.
- Talent identification and development analysis.
- Competency-based evaluation of successors.
- Organizational design and future workforce planning.
- Application of succession frameworks.
- Leadership assessment and coaching capabilities.
- Succession gap analysis and mitigation.
- Planning communication strategies across departments.
- Practical development of leadership pipelines.
- Integrating succession planning into business strategy.

Course Objectives:

Participants will achieve the following objectives by completing the Human Resources HR Succession Planning course:

- Understand core principles of strategic succession planning.
- Identify and analyze key roles critical for business continuity.
- Evaluate current talent capabilities and leadership readiness.
- Apply assessment tools to select potential successors.
- Design practical succession development frameworks.
- Align talent planning with organizational mission and vision.
- Create individual development plans for high-potential employees.
- Establish metrics to measure the effectiveness of the succession plan.
- Integrate workforce analytics into succession decisions.
- Implement leadership coaching and mentoring strategies.
- Facilitate cross-functional exposure for future leaders.
- Develop risk mitigation strategies for leadership gaps.
- Communicate the importance of succession to stakeholders.
- Address diversity, equity, and inclusion in planning efforts.
- Foster a culture that supports internal promotion and growth.

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Course Content:

Unit 1: Foundations of Succession Planning in HR:

- Define succession planning and its strategic importance.
- Distinguish between replacement planning and succession planning.
- Identify the organizational risks associated with lacking a succession plan.
- Examine the lifecycle of succession planning initiatives.
- Understand the alignment between business strategy and talent planning.
- Analyze legal and ethical considerations in succession decisions.
- Discover global best practices in workforce succession planning.
- Study the trends that will influence the future of leadership succession.
- Examine the role of HR in sustaining continuity during change.

Unit 2: Talent Identification and Assessment:

- Identify the critical roles essential to an organization's success.
- Develop criteria for high-potential talent selection.
- Utilize performance reviews and feedback systems.
- Apply leadership competency frameworks to identify successors.
- Use talent assessment tools and psychometric evaluations.
- Analyze gaps in leadership capabilities.
- Evaluate succession readiness levels for targeted roles.
- Design skills matrices to assess talent pools.
- Implement calibration meetings for objective succession decisions.

Unit 3: Designing and Implementing a Succession Framework:

- Structure a succession planning process from start to finish.
- Establish roles and responsibilities for HR and leadership.
- Create templates and succession planning documentation.
- Develop succession charts and tracking tools.
- Design internal mobility strategies for key talent.
- Develop plans for short, mid, and long-term goals.
- Integrate diversity and inclusion into planning frameworks.
- Align succession with career pathing and employee engagement.
- Plan for interim leadership and emergency preparedness.

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Unit 4: Developing and Retaining Successors:

- Build tailored development plans for high-potential employees.
- Facilitate leadership training and experiential learning.
- Utilize coaching and mentoring programs to accelerate growth.
- Design job rotation and stretch assignments.
- Encourage knowledge transfer through cross-training initiatives.
- Foster an environment of continuous learning.
- Monitor employee engagement and retention of future leaders.
- Recognize and reward developmental progress.
- Cultivate loyalty through career growth opportunities.

Unit 5: Evaluating and Sustaining Succession Planning Efforts:

- Establish KPIs for succession plan evaluation.
- Conduct regular talent reviews and succession audits.
- Measure return on investment in succession programs.
- Assess risks and address planning weaknesses.
- Adjust succession strategies in response to organizational changes.
- Report succession outcomes to executive leadership.
- Communicate the impact of succession planning across functions.
- Leverage HR analytics and dashboards.
- Sustain momentum through HR-business collaboration.

Final Insights & Key Takeaways:

Succession planning is essential for ensuring leadership continuity and long-term organizational resilience. Through strategic talent development and aligned planning frameworks, HR professionals can drive future success. This Human Resources HR Succession Planning course empowers participants with tools to forecast, identify, and nurture next-generation leaders. A well-executed succession plan is a cornerstone of sustainable business operations.