

# Succession Planning, Talent & Performance Management

Duration: 1 day

## Course Overview

Welcome to the "Succession Planning, Talent & Performance Management" workshop! Effective succession planning and talent management are crucial for organisations to maintain a competitive advantage and ensure long-term success. This one-day workshop is designed to equip you with the knowledge and skills to develop a comprehensive succession plan, identify and nurture talent, and implement effective performance management strategies.

During this training, you will learn the importance of succession planning and talent management in building a sustainable and high-performing organisation. You will explore techniques for identifying and developing high-potential employees to fill critical roles in the future. Through interactive exercises and case studies, you will develop practical strategies to optimise performance, engage employees, and foster a culture of continuous improvement.

By the end of this program, you will be empowered to create a robust succession plan, attract and retain top talent, and enhance overall organisational performance.

Join us for a transformative learning experience that will help you unlock your organisation's potential through effective succession planning, talent management, and performance optimisation.

## Who should attend?

This program is suitable for HR professionals, managers, supervisors, and anyone responsible for talent management, succession planning, and performance optimisation in their organisation. Whether you are new to talent management or seeking to enhance your talent development capabilities, this training will provide you with essential tools and strategies to build a strong talent pipeline and optimise organisational performance. If you are committed to creating a high-performing and resilient organisation, this program is ideal for you.

## Context

In this workshop you will develop practical strategies to optimise performance, engage employees, and foster a culture of continuous improvement.

## How certification is earned

Upon successful completion of this course, you will be awarded a certificate of attendance from Expleo Academy.

## Prerequisites & pre-reading guidelines

There are no specific prerequisites for this course.

## Course Objectives

On completion of this training, attendees will be able to:

- Understand the Importance of Succession Planning and Talent Management:
  - Recognise the impact of effective succession planning on organisational success.
  - Understand the role of talent management in attracting and retaining top performers.
- Develop a Comprehensive Succession Plan:
  - Learn how to identify critical roles and competencies for succession planning.
  - Create a systematic succession planning process to prepare future leaders.
- Identify and Nurture High-Potential Talent:
  - Implement techniques to identify and assess high-potential employees.
  - Develop strategies to nurture and develop talent for future leadership roles.
- Implement Effective Performance Management Strategies:
  - Explore performance management best practices for enhancing employee engagement and productivity.
  - Develop approaches to provide feedback, set goals, and conduct performance evaluations.
- Foster a Culture of Continuous Improvement:
  - Promote a culture that values learning, development, and innovation.
  - Encourage employee growth and skill enhancement to drive organisational success.
- Enhance Organisational Performance through Talent Optimisation:
  - Learn how to align talent capabilities with organisational objectives.
  - Implement strategies to optimise performance and achieve business goals.

## Related courses

Attendees may also be subsequently interested in

- Designing & Developing an 'Assessment Centre'

## Course Outline

### Introduction to Succession Planning, Talent & Performance Management

- Understanding the importance of effective talent management and succession planning
- Exploring the link between talent optimisation and organisational success

### Developing a Comprehensive Succession Plan

- Identifying critical roles and competencies for succession planning
- Creating a systematic succession planning process

### Identifying and Nurturing High-Potential Talent

- Techniques for identifying and assessing high-potential employees
- Strategies for nurturing and developing talent for future leadership roles

### Implementing Effective Performance Management Strategies

- Performance management best practices for enhancing employee engagement and productivity
- Providing feedback, setting goals, and conducting performance evaluations

### Fostering a Culture of Continuous Improvement

- Promoting a learning and development culture that drives innovation
- Encouraging employee growth and skill enhancement

### Enhancing Organisational Performance through Talent Optimisation

- Aligning talent capabilities with organisational objectives
- Implementing strategies to optimise performance and achieve business goals

### Training Methodology

This training program adopts an interactive and hands-on approach. Participants will engage in group discussions, role-plays, practical exercises, and case studies to explore and apply succession planning, talent management, and performance optimisation principles.

Trainers with expertise in human resources and talent development will facilitate the discussions and provide practical insights. The training will create a collaborative and supportive learning environment, enabling participants to share experiences and learn from real-life scenarios.

## Contact

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