

# ***SUCCESSION PLANNING and TALENT POOL DEVELOPMENT***

**Have In Place The Right People, With The Right Skills,  
At The Right Time**

**One-Day Workshop Facilitated by  
James Crown, Chief Executive Officer, Knowledge Group Consulting**

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## **Course Objective**

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Having the right people available, at the right place, at the right time ensures ongoing operations and is a basic need for good governance. Talent pool development and succession planning ensures that an organisation has planned for its future in terms of key resources, and these resources are well trained and ready to successfully manage the future. Effective talent pool programs grow talent as well as retain talent for future succession. They also maintain leadership continuity.

This workshop will provide a step-by-step methodology to develop and implement a talent pool program and succession plan to effectively prepare resources for key positions of your organisation. It shows you how to identify, develop and retain high potentials or talented individuals, and link values and behaviour to your organisation's future vision.

The workshop will include a comprehensive workbook on the methodology and tools, templates, models and graphic descriptions. The manual is used during the course and is then a reference guide when you return to your desk.

### **At this one-day workshop you will:**

- Understand and use a tested methodology that will step you through the creation of a Talent Pool and Succession Plan
- Understand the relationship between Succession Planning and Talent Pool Development: The Pros and Cons
- Learn how to identify, develop, and retain talented individuals
- Learn how to identify current and future competencies
- Understand how to establish development gaps using a competency model
- Learn how to create and implement Individual Development Plans for talent pool candidates to ensure ongoing reliability of the program
- Understand the linkage of succession to strategic human resource strategy
- Learn how to manage hopefuls and sensitivities of future career paths
- Recognise the need to balance formal training and the need for ongoing 'real-time' and 'stretch' assignments

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## **Who Should Attend?**

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Senior management and human resource managers who would be responsible or involved in the planning and development of resources in the organisation. Team leaders, managers and senior managers within the following areas will also benefit from this workshop.

- Human resource management
- Training and development
- Manpower planning
- Talent pool management
- Corporate/strategic development
- Succession management