



*Training Course:
Talent & Succession Management Masterclass*

*28 December 2026 - 1 January 2027
Kigali (Rwanda)*

Training Course: Talent & Succession Management Masterclass

Training Course code: HR3042 From: 28 December 2026 - 1 January 2027 Venue: Kigali (Rwanda) - Training Course
Fees: 6350 € Euro

Introduction

In an era where competitive advantage is increasingly driven by **human capital**, organizations must move beyond traditional HR practices and adopt a **strategic, differentiated approach to talent management**. The reality is clear: high-performing individuals deliver exponentially greater value than average performers—making the attraction, development, and retention of top talent a **business-critical priority**.

As emphasized by Chartered Institute of Personnel and Development, high-performing employees significantly outperform average counterparts, while leaders like Steve Jobs have highlighted the disproportionate impact of exceptional talent. Similarly, Jim Collins reinforces that success is not about having people—but having the right people.

This Masterclass, designed by **Global Horizon Training Center**, provides a structured and practical roadmap to building a **talent-driven organization**. It covers the full talent lifecycle—from strategic alignment and talent attraction to development, retention, and succession planning—using modern frameworks such as the **Talent Pipeline Model** and advanced succession methodologies.

Participants will gain the tools and insights needed to **create a talent powerhouse**, ensuring that the right individuals are identified, nurtured, and positioned to drive long-term organizational success.

Program Objectives

By the end of this Masterclass, participants will be able to:

- Build a strong **business case for talent management** as a strategic priority
- Understand and apply **differentiation strategies** in talent management
- Utilize structured models to design **high-performance talent frameworks**
- Develop effective **compensation and reward systems** to attract and retain talent
- Apply innovative recruitment techniques to become a **“talent magnet” organization**
- Use the **“Stickers, Movers, and Leavers” model** to shape workforce strategy
- Identify and address the **root causes of talent attrition**
- Design impactful **learning and development programs**
- Apply modern approaches to **succession planning**
- Manage underperformance effectively while maintaining organizational standards

Target Audience

- HR Managers and Talent Management Professionals
- Organizational Development Specialists

- HR Business Partners
- Senior Managers involved in workforce planning
- Leaders responsible for succession planning and talent development

Training Outline

Day 1: Strategic Foundations of Talent Management

- Program introduction and objectives
- Building the business case for talent management
- Strategic alignment between talent and organizational goals
- Introduction to the [Talent Pipeline Model](#)
- Evaluating vision and mission alignment with talent attraction
- The ["Stickers, Movers, and Leavers" model](#)
- Understanding the full talent lifecycle
- Workshop: Aligning talent strategy with business objectives

Day 2: Systems & Mechanisms for Talent Optimization

- Designing effective [pay, reward, and bonus systems](#)
- Case study: High-performance reward strategies
- Beyond compensation: What truly attracts top talent
- Top-down leadership approach to talent management
- Identifying and developing internal talent pools
- Differentiation strategy: The [70-20-10 principle](#)
- Structuring organizations for talent efficiency
- Aligning rewards with performance levels

Day 3: Building Talent Powerhouses

- Leadership vs. management in talent development
- Case study: High-performing organizations
- Lessons from leading companies including tech and industrial sectors
- What differentiates top employers globally
- Applying best practices to average organizations
- Group workshop: Designing a talent-driven organization

Day 4: Talent Acquisition, Development & Retention

- Advanced recruitment and employer branding strategies
- Modern screening and assessment techniques:
 - Psychometric testing
 - Personality profiling
 - Assessment centers
- Redefining interview approaches for talent identification
- Designing impactful learning and development programs
- Identifying the [key causes of talent attrition](#)
- Case studies on retention strategies
- Workshop: Building a talent development roadmap

Day 5: Advanced Succession Planning Strategies

- Limitations of traditional performance appraisal systems
- Introduction to three modern succession planning approaches:
 1. Talent Pool Method
 2. Individual Selection Approach
 3. External Recruitment & Headhunting
- Aligning succession planning with business continuity
- Managing non-performers effectively
- Final workshop: Designing a succession planning framework
- Program review and action planning

Registration form on the Training Course: Talent & Succession Management Masterclass

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