



*Training Course:
Talent Management & Succession Planning*

*16 - 20 November 2026
London (UK)*

Training Course: Talent Management & Succession Planning

Training Course code: HR236553 From: 16 - 20 November 2026 Venue: London (UK) - Training Course Fees: 5775 € Euro

Introduction

This training program, Talent Management & Succession Planning, is designed by Global Horizon Training Center GHTC to equip HR professionals and organizational leaders with the knowledge and practical tools required to build an integrated talent management framework and develop effective succession planning strategies. The program focuses on identifying high-potential employees, developing future leaders, ensuring business continuity, and aligning talent initiatives with organizational objectives. Participants will gain practical approaches to attracting, developing, retaining, and preparing talent to meet current and future workforce needs.

Objectives

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

- Understand the strategic principles of talent management and succession planning.
- Develop a competency-based talent management framework.
- Identify high-potential employees using objective assessment methods.
- Design effective succession planning strategies for critical positions.
- Build leadership development pathways for future organizational leaders.
- Integrate performance management with talent development initiatives.
- Apply employee engagement and retention strategies for key talent.
- Measure the effectiveness of talent management and succession planning programs.

Course Methodology

This highly interactive program combines practical and strategic learning approaches, including:

- Interactive presentations and facilitated discussions
- Real-life case studies and organizational examples
- Individual and group exercises
- Talent assessment and succession planning workshops
- Leadership development planning activities

- Best practice benchmarking
- Action planning for workplace implementation

Organizational Impact

Upon completion of this program, organizations will benefit from:

- Stronger leadership pipelines
- Improved succession readiness for critical roles
- Increased employee engagement and retention
- Better alignment between talent strategy and business objectives
- Reduced workforce risks associated with leadership vacancies
- Enhanced organizational capability and future workforce sustainability
- Improved performance through systematic talent development

Target Audience

This program is designed for:

- HR Directors and Managers
- Talent Management Professionals
- Learning & Development Managers
- Organizational Development Specialists
- Workforce Planning Professionals
- Department Managers and Team Leaders
- Executive Management
- Professionals responsible for succession planning and leadership development

Course Outline:

Day One: Strategic Foundations of Talent Management

- Introduction to Talent Management and its strategic importance
- The Talent Management lifecycle
- Aligning talent strategy with organizational objectives
- Competency-based talent management frameworks
- Identifying critical organizational capabilities
- Strategic workforce planning
- Building sustainable talent pipelines

Day Two: Talent Assessment and Development

- Identifying high-potential employees
- Performance versus potential assessment
- Talent review and calibration processes
- The Nine-Box Talent Matrix
- Individual Development Plans IDPs
- Career pathing and employee development
- Coaching, mentoring, and continuous learning strategies

Day Three: Succession Planning Excellence

- Principles and objectives of succession planning
- Identifying critical and key leadership positions
- Building succession pipelines
- Successor readiness assessment
- Leadership development pathways
- Knowledge transfer and retention strategies
- Managing succession risks and ensuring business continuity

Day Four: Leadership Development and Talent Retention

- Developing future leaders

- Leadership competency models
- Executive coaching and mentoring
- Employee engagement and retention strategies
- Career mobility and internal promotion
- Building inclusive talent and leadership pipelines
- Managing multi-generational talent and workforce diversity

Day Five: Talent Analytics and Implementation

- Measuring Talent Management effectiveness
- Talent and succession planning KPIs
- HR analytics and workforce dashboards
- Data-driven talent decision-making
- Implementing an integrated Talent Management framework
- Developing an organizational Talent Management and Succession Planning roadmap
- Action planning, best practices, and course review

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

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
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Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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