SKILLSLAB
Training Provider

EVENT BROCHURE

Talent Management & Succession Planning

Upcoming Training Event

Istanbul, Turkiye · 24 October 2026

Skillslab Training Provider
Skills for Tomorrow's World

info@skillslab-training.com | +966 55 965 3447 | www.skillslab-training.com

Course Description

Introduction

Talent Management & Succession Planning is a premium executive training program designed to equip HR leaders, senior managers, department heads, public sector professionals, and executive decision-makers with the strategic tools required to attract, identify, develop, retain, and prepare high-potential talent for future leadership and critical roles.

In today's competitive and rapidly changing organizational environment, sustainable performance depends on having the right people in the right roles at the right time. Government entities, ministries, public sector organizations, and large corporations face increasing pressure to manage workforce capability, retain institutional knowledge, prepare future leaders, reduce dependency on key individuals, and ensure continuity in mission-critical positions.

This course provides a practical and executive-focused approach to talent management strategy, succession planning, leadership pipeline development, high-potential employee identification, competency frameworks, career development, performance alignment, workforce risk management, and organizational capability building. Participants will learn how to design and implement talent systems that support long-term institutional success and leadership continuity.

The executive-level value proposition of this program lies in helping organizations build strong internal talent pipelines, reduce leadership gaps, improve employee retention, strengthen workforce readiness, and align talent decisions with strategic priorities, governance requirements, and future organizational needs.

This program is ideal for institutions seeking to improve succession readiness, develop future leaders, retain critical talent, enhance workforce planning, and build a culture of performance, growth, and sustainable leadership.

Course Objectives

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

- Understand the strategic importance of talent management and succession planning.
- Align talent strategies with organizational goals, workforce priorities, and leadership needs.
- Identify critical roles and key positions that require succession coverage.
- Develop practical methods for identifying high-potential and high-performing employees.
- Build competency frameworks that support talent assessment and leadership development.
- Design succession planning processes that ensure continuity in critical positions.
- Strengthen leadership pipeline development and career progression pathways.
- Improve employee retention through meaningful development and growth opportunities.
- Link performance management, learning, career development, and succession planning.
- Use workforce data and talent analytics to support evidence-based talent decisions.
- Reduce workforce risks related to skills shortages, leadership gaps, and knowledge loss.
- Prepare actionable talent management and succession recommendations for senior leadership.

Course Content: 5-Day Training Outline

Day 1: Strategic Foundations of Talent Management and Succession Planning

- The role of talent management in organizational performance and long-term sustainability.
- Understanding talent management in government, public sector, and corporate environments.
- The relationship between workforce strategy, talent development, leadership continuity, and institutional success.
- Key talent management terminology used by HR leaders and executive teams.
- The difference between talent management, workforce planning, succession planning, and leadership development.
- Why succession planning is critical for business continuity and institutional resilience.
- Identifying the cost of poor talent decisions, leadership gaps, and talent loss.
- Building a strategic talent mindset across leadership levels.
- Talent management as a shared responsibility between HR, executives, and line managers.
- Practical discussion: How effective talent management creates measurable organizational value.

Day 2: Identifying Critical Roles, Talent Risks, and Workforce Capability Gaps

- Defining critical roles and mission-essential positions.
- Assessing role importance, impact, complexity, scarcity, and replacement risk.
- Identifying workforce capability gaps and future skills requirements.
- Mapping talent risks related to retirement, turnover, leadership shortage, and institutional knowledge loss.
- Developing a critical role inventory and succession risk profile.
- Understanding key person dependency and business continuity risks.
- Connecting workforce planning with succession planning.
- Evaluating current bench strength and readiness levels.
- Prioritizing roles for succession planning based on strategic importance.
- Practical exercise: Mapping critical roles and talent risk exposure.

Day 3: Talent Identification, Assessment, and Development Planning

- Defining high performance, high potential, and future leadership capability.
- Designing fair and consistent talent identification processes.
- Using competency frameworks to evaluate talent readiness.
- Assessing leadership potential, technical capability, behavioral strengths, and development needs.
- Talent review meetings and calibration discussions.
- Avoiding bias in talent assessment and succession decisions.
- Creating individual development plans for high-potential employees.
- Linking learning, coaching, mentoring, assignments, and career development.
- Building development pathways for specialists, managers, and future executives.
- Practical workshop: Assessing talent readiness and designing development plans.

Day 4: Succession Planning, Leadership Pipelines, and Retention Strategies

- Designing a structured succession planning framework.
- Succession planning for leadership roles, technical roles, and critical operational positions.
- Building short-term, medium-term, and long-term succession pools.

- Leadership pipeline development and readiness acceleration.
- Career pathing and internal mobility as tools for retention and capability growth.
- Knowledge transfer strategies for critical roles.
- Retention strategies for high-potential and high-value employees.
- Managing career conversations and development expectations.
- Governance of succession planning: roles, responsibilities, review cycles, and decision rights.
- Practical case study: Building a succession plan for a critical leadership role.

Day 5: Talent Analytics, Governance, and Implementation Roadmap

- Using talent analytics and workforce data to support better decisions.
- Key talent management indicators:
  - Succession coverage.
  - Readiness levels.
  - Retention risk.
  - Internal promotion rate.
  - Development progress.
  - Leadership pipeline strength.
  - Critical role vacancy risk.
- Building talent dashboards for senior leadership.
- Reporting succession planning outcomes to executives, boards, ministries, and stakeholders.
- Integrating talent management with performance, learning, workforce planning, and organizational strategy.
- Common mistakes in talent management and succession planning and how to avoid them.
- Strengthening fairness, transparency, and governance in talent decisions.
- Developing a practical implementation roadmap for talent and succession systems.
- Creating a culture of growth, accountability, and leadership continuity.
- Final applied workshop: Presenting a talent management and succession planning strategy.

Target Audience

This course is designed for professionals involved in human resources, talent management, workforce planning, succession planning, leadership development, organizational development, performance management, and executive decision-making.

The program is ideal for:

- HR managers and HR business partners.
- Talent management professionals.
- Succession planning specialists.
- Workforce planning professionals.
- Learning and development managers.
- Organizational development specialists.
- Performance management professionals.
- Employee engagement and retention officers.
- Government HR officials and ministry HR teams.
- Public sector managers responsible for workforce capability and leadership continuity.
- Department heads and operational managers.
- Strategy and transformation professionals.
- Executives responsible for people strategy, leadership development, or institutional continuity.
- Professionals preparing for leadership roles in HR, administration, organizational development, or public sector management.

Course Requirements

Participants are expected to have a basic understanding of human resource management, people management, organizational development, workforce planning, or leadership practices. Advanced HR specialization is not required, as the course explains talent management and succession planning concepts through practical examples, case studies, and executive-level applications.

Recommended requirements include:

- Basic experience in HR, management, administration, operations, or organizational development.

- Familiarity with employee performance, training, workforce planning, or career development processes.
- Interest in improving talent management and leadership continuity practices.
- Ability to engage with workforce data, HR policies, and organizational challenges.
- Willingness to participate in discussions, case studies, exercises, and applied workshops.

Training Methodology

The training methodology combines executive education, practical talent strategy development, workforce analysis, case-based learning, and applied decision-making exercises. The course is designed to help participants move from informal talent practices to structured, transparent, and strategically aligned talent management systems.

The methodology includes:

- Expert-led presentations using clear, practical, and professional HR language.
- Real-world case studies from government, public sector, corporate, and institutional environments.
- Practical exercises on critical role mapping, talent assessment, development planning, and succession readiness.
- Group discussions on leadership pipelines, retention, workforce risks, and career development.
- Scenario-based learning focused on leadership gaps, talent loss, critical role vacancies, and succession risks.
- Applied workshops for building talent frameworks, succession plans, and implementation roadmaps.
- Interactive analysis of talent data, HR policies, and organizational case scenarios.
- Practical tools, templates, and frameworks that participants can adapt to their workplace.

Learning Outcomes

Upon successful completion of the course, participants will be able to:

- Explain the strategic value of talent management and succession planning.
- Identify critical roles and assess succession risks across the organization.
- Evaluate talent readiness using structured and fair assessment methods.
- Build practical succession plans for leadership, technical, and mission-critical roles.
- Develop leadership pipelines that support long-term organizational continuity.

- Design development plans for high-potential and high-performing employees.
- Link talent decisions with performance management, learning, and workforce planning.
- Use talent analytics to support evidence-based succession and development decisions.
- Improve retention strategies for critical talent and future leaders.
- Strengthen governance, transparency, and accountability in talent decisions.
- Communicate talent and succession recommendations clearly to senior leaders.
- Contribute to stronger workforce capability, leadership continuity, and institutional resilience.

Instructor Profile

The course is delivered by **an internationally certified expert with extensive practical and consulting experience** in talent management, succession planning, workforce planning, leadership development, organizational development, performance management, HR governance, employee retention, executive training, and institutional advisory.

The instructor combines strategic HR expertise with real-world consulting experience, enabling participants to understand talent management and succession planning in a clear, practical, and results-oriented way. The training approach focuses on workplace application, leadership continuity, workforce capability, governance discipline, and measurable organizational improvement.

Executive Value Proposition

Talent Management & Succession Planning enables organizations to build a future-ready workforce by identifying, developing, and retaining the people who will drive long-term performance and institutional continuity. Participants learn how to reduce leadership risk, strengthen succession readiness, improve talent decisions, and create structured pathways for employee growth.

For government entities, ministries, public sector organizations, and large corporations, this course delivers practical value by strengthening leadership pipelines, reducing dependency on key individuals, protecting institutional knowledge, improving employee retention, and ensuring that critical roles are supported by prepared successors.

The program helps organizations move beyond reactive replacement planning toward strategic talent leadership, where talent decisions are connected to performance, governance, workforce resilience, service quality, and sustainable institutional success.

Contact Us

To secure your place or request further information about this event, please contact us:

Website	www.skillslab-training.com
Email	info@skillslab-training.com
WhatsApp	+966 559 653 447

Generated by Skillslab Training

info@skillslab-training.com | WhatsApp: +966 559 653 447

www.skillslab-training.com