

# Succession Planning: Preparing for Future Talent Needs

<b>Intended Audience</b>	Mid-Level	<b>Delivery Options</b>	1-Day In-Person (Onsite or Seminar)
<b>HR Competencies</b>	<ul style="list-style-type: none"><li>• Leadership &amp; Navigation</li><li>• HR Expertise (HR Knowledge)</li></ul>	<b>Recertification*</b>	SHRM: 7.5 PDCs

## Program Overview

Gain the necessary skills to develop and implement an effective succession plan based on your organization's current and future needs. Learn how to assist your organization in transitioning from a reactive replacement plan to a proactive strategic solution. Develop the understanding that monitoring, developing, and retaining critical talent has a positive impact on the bottom line. Practice your new skills through dynamic group discussions and an extensive case study.

## Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Describe succession planning and how it aligns with and supports broader organizational and HR strategies and goals.
- Recognize organizational competencies that are critical to retain in order for an organization to be successful.
- Describe succession planning approaches that meet the specific needs of your organization.
- Analyze and evaluate the effectiveness of your organization's succession plan.

## Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: Understanding the Organization and the Succession Planning Relationship
  - The strategic planning process
  - The HR strategic plan
  - What is succession planning?
  - Replacement planning
  - Retirement crisis



\*Visit [shrm.org/seminars](http://shrm.org/seminars) for the most up-to-date recertification credit details.

- Module 3: Developing and Implementing a Succession Plan
  - The succession planning approach
  - Establishing a business case
  - Develop structure
  - Design systems
  - Plan implementation and assess bench strength
  - Identify successors and develop talent
  - Measure and improve
- Module 4: Metrics
  - Developing metrics
- Module 5: Case Study
- Module 6: Conclusion