

Success in Succession Management

A two-day training for HR

Succession programs require wisely allocated time investments from your talented employees, business leaders and HR colleagues alike. At the same time, failing to identify or develop the right successors comes at a high price. With that, the importance of ensuring and measuring success in succession management is as clear as ever.

Yet transitioning from a supply driven approach to a demand driven one, replacing the focus on vertical career paths with deliberate diversified moves, and transitioning identified successors into key openings are just some of the challenges many organizations continue to face. We will discuss those challenges along with ways to anticipate and overcome them.

What we will cover



What we will practice

-  Preparing talent priority meetings
-  Predicting gaps in roles, competencies and talent supply
-  Conducting external labor market analyses
-  Assessing successors' results, engagement and aspiration
-  Organizing and facilitating talent review meetings
-  Assessing individual and program level risks
-  Preparing managers for career conversations
-  Preparing informal meetings to facilitate exchanges
-  Identifying successors' development needs
-  Preparing role transition checklists
-  Designing succession scorecards
-  Linking succession and HIPO programs

Why learn with us

More than 10,000 organizations deploy our talent measurement solutions at international level. Our member network includes more than 16,000 executives.

This gives us the most comprehensive view into the drivers of leadership success, employee performance, and employee engagement.

The same network serves as a valuable source of benchmarks and best practices - so that when you work with us you know that the recommendations you get have likely been tested by other organizations and are continuously being improved.

Combining this expertise with over 30 years of research focus and organization's specific needs, the learning experiences we create aim at synthesizing the most relevant theoretical and practical take-aways.

Our take on succession

Succession management in the new work environment resembles portfolio management, not pipeline management. Therefore, it involves goal setting, investment selection, asset diversification, and portfolio rebalancing.

Contact Us

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