

Implementing Succession Planning and Talent Management in the 21st Century

‘Talent is the multiplier. The more energy and attention you invest in it, the greater the yield. The time you spend with your best is, quite simply, your most productive time.’ – Marcus Buckingham

The public sector has an increasing need to do more with less – it needs to be more efficient, effective and have strategic impact. This programme will give those responsible for managing and developing people a practical framework for managing succession and talent. Attendees will understand which posts are strategically important and be able to put plans in place for when they become vacant. They will also have a range of easy to use skills to manage and retain talented staff.

Aim

To provide participants with a clear understanding of:

1. What talent management & succession planning are and how to use them
2. The principles of succession planning and the link to your organisation’s objectives
3. How to identify ‘business critical’ roles, potential vacancies and future talent
4. What the ‘talent pipeline’ is and the metrics of talent management
5. The use of techniques to assist in talent management such as the ‘retention toolkit’

Methodology

In order to achieve the objectives of the training, the following fundamental principles will be that the learning is –

- Highly engaging – the methods used will talk to the ‘head and heart’
- Interactive – involving a blend of experience, discussion and practice
- Innovative – there will be regular insights into the latest thinking & tools
- Encourage participation - so that delegates take ownership of their own development.

Sample Programme

Agenda

10:00 Welcome & Introductions

10:00 Talent Management & Succession Planning - Talent

- What they are & how they are different but related
- How to measure talent
- Three ways to define potential
- The talent process

11:15 Refreshment Break

11:30 Talent Management & Succession Planning – Succession

- Why succession is important – your organisational needs now
- Identifying the key positions linked to your organisation
- Segmenting key leadership roles
- Business critical/Lynchpin positions

12:45 Lunch

13:30 Talent Retention & Strategy

- How to retain talent
- How to use the 6B's of talent strategy
- How to analyse Organisational Talent & Succession Criticality
- Talent Metrics

14:45 Refreshment Break

15:00 Talent Management Strategic Imperatives – where to start

- Risk, Transparency & Culture
- Decision Process, Permanency of Definition & Size of Talent Pool
- Ease of Entry, Ownership of Talent & Development path
- Degree of Support and Performance Management

15:45 Review of the Day

16:00 Close