Succession Planning & Executive Transitions

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Amman (Jordan)



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Ref: 20228707_229749 Location: Amman (Jordan) Fees: 4900 GBP

Why This Course

Sustaining leadership continuity is one of the most critical challenges organizations face today.

Effective succession planning ensures that when key leaders move on — whether through promotion, retirement, or unexpected change — the organization remains resilient, agile, and strategically aligned.

This program equips participants with the knowledge, frameworks, and practical tools to design and implement robust succession plans and manage executive transitions seamlessly. It focuses on developing leadership pipelines, aligning succession with organizational strategy, and maintaining stability during times of change.

What You'll Learn and Practice

By joining this program, you will:

- Understand the principles and strategic importance of succession planning.
- Learn to identify and develop high-potential talent for key roles.
- Build frameworks for assessing leadership readiness and competency gaps.
- Explore strategies for managing executive transitions smoothly and effectively.
- Design actionable succession and transition plans aligned with long-term business goals.

The Program Flow

Day 1: The Strategic Role of Succession Planning

- Why succession planning is vital for organizational resilience.
- Aligning succession strategies with business goals and future challenges.
- Understanding key roles, risk areas, and leadership continuity gaps.
- Case studies: global best practices in leadership succession.

Day 2: Identifying and Developing Future Leaders

- Tools for identifying high-potential employees.
- Leadership competency models and readiness assessments.
- Building development pathways for future leaders.
- Workshop: mapping talent pipelines across critical functions.



Day 3: Designing Effective Succession Frameworks

- Structuring a sustainable succession planning process.
- Integrating succession with performance management and L&D.
- Ensuring fairness, transparency, and diversity in selection.
- Practical exercise: creating a customized succession framework.

Day 4: Managing Executive Transitions

- Preparing for executive movement — planned and unplanned.
- Ensuring knowledge transfer and business continuity.
- Supporting incoming and outgoing leaders through transition plans.
- Role-playing: handling leadership changes with confidence and diplomacy.

Day 5: Embedding Succession Planning into Organizational Culture

- Making succession an ongoing, strategic process.
- Engaging senior leaders and HR in long-term talent planning.
- Measuring success: metrics and governance for succession programs.
- Action planning: building your organization's leadership continuity roadmap.

Individual Impact

- Gain strategic insight into leadership development and continuity.
- Build capability to design and manage effective succession plans.
- Strengthen assessment, coaching, and talent management skills.
- Learn how to manage transitions with professionalism and empathy.
- Enhance the ability to future-proof leadership pipelines within your organization.

Work Impact

- Ensure continuity in leadership and decision-making.
- Reduce risk and disruption during leadership changes.
- Strengthen organizational culture and long-term stability.
- Improve talent retention through transparent career pathways.
- Enhance readiness for future challenges through proactive succession management.

Training Methodology

The program is highly practical, blending strategic insight with real-world application. Participants will engage through:



- Global and regional case studies of successful leadership transitions.
- Interactive group discussions and problem-solving sessions.
- Self-assessments and peer learning exercises.
- Practical toolkits for talent identification and succession mapping.
- Action planning workshops to apply concepts directly in participants' organizations.

Beyond the Course

Upon completion, participants will leave equipped to build sustainable leadership pipelines and navigate executive transitions with clarity and confidence.

They will possess the frameworks, tools, and insights necessary to secure the organization's future through strong, continuous leadership at every level.

