

# SUCCESSION PLANNING AND TALENT MANAGEMENT MASTER CLASS

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## SUSTAINING AND ENHANCING YOUR TALENT PIPELINE

5-7 NOVEMBER 2019 | DUBAI MARINA

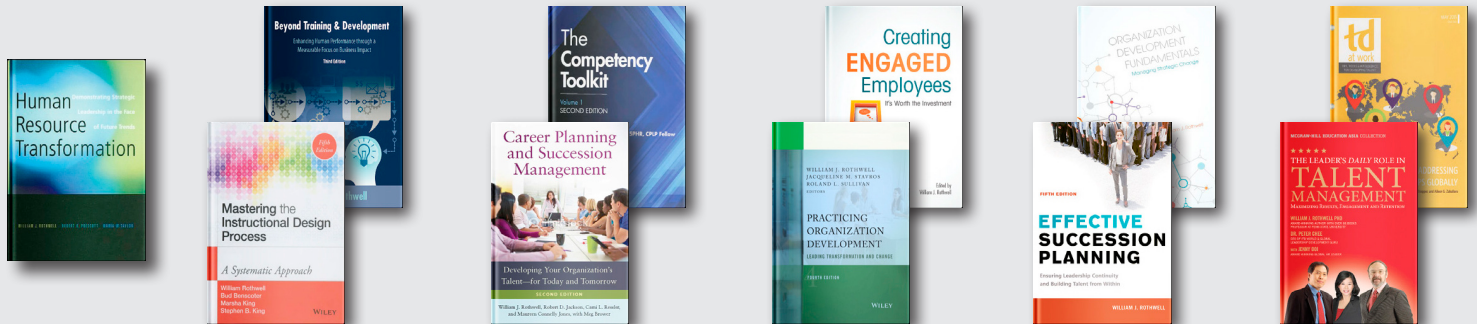
### EXCLUSIVE 3 DAY TRAINING EVENT

Recognized by...



PRESENTED BY  
**DR. WILLIAM J. ROTHWELL**

World's preeminent guru, thought leader, and renowned author on Human Resources  
Best selling and award winning writer of HR books with over 90 internationally published titles



## WHO

### WHO SHOULD ATTEND?

- Practitioners, managers, directors, and executive level HR & OD personnel
- Professionals involved in talent development, management and retention
- Any management professional with an interest in ensuring business continuity, performance enhancement, motivation, and engagement of employees

## WHAT

### ABOUT THE TRAINING

85% of organizations claim that their talent management policies need to be transformed – yet struggle to successfully do so without the correct approaches. This unique 3-day MasterClass will allow you to overcome these barriers with the guidance of renowned author and thought leader, Dr. Rothwell. The hands-on learning approach will aid your organization in building the necessary succession management and planning systems to ensure talent optimization which will advance your business.

## WHY

### KEY BENEFITS

- Learn to effectively apply best succession planning and talent management practices
- Gain insightful understanding of established frameworks within succession planning
- Develop the necessary skills to build an attractive talent pipeline which aids in delivering strategic goals and ensures business continuity
- Receive mentoring by global HR Guru Dr. William Rothwell
- Network with other top-level HR professionals

To register yourself or a member of your organization or for further inquiries, please contact us via telephone or email  
Discounts available for groups

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## ABOUT DR. WILLIAM J. ROTHWELL



William J. Rothwell, (PhD, SPHR, RODC, CPLP Fellow) is a professor of Human Resource Development at the University Park campus of the Pennsylvania State University. The department which he heads is the top ranked graduate program in Human Resource Development in the US. To supplement his academic experience, Dr. Rothwell has worked extensively as a Consultant in executing HR transformations and has engaged with over 40 multinational corporations. Dr. Rothwell has worked in the Performance, OD and HR field since 1979 and has authored, co-authored, edited and co-edited close to 90 books and many best sellers.

Dr. Rothwell was the winner of the American Society of Training and Development's (ASTD) prestigious Contribution to Workplace Learning and Performance award in 2011. Dr. Rothwell was also the National Thought Leader for a Linkage-DDI sponsored study of 18 multinational corporations in 2001 that examined corporate best practices in succession planning and management. His bestselling book *Effective succession planning: Ensuring leadership continuity and building talent from within* is regarded by some as the "corporate bible" on succession management practices.

## PURPOSE OF TRAINING

Many organizations are struggling to prepare for the so-called "Talent Wars." That has drawn much attention to the issue of talent management and succession planning. But what do these terms mean? What proven strategies work to manage and develop talent? What is the latest thinking on these issues? This training program will address these questions.



## AGENDA

## DAY 1

## I. Introduction

- Program purpose, objectives, structure and participant objectives
- Icebreaker: What issues does your organization face with talent management and development?

## II. Defining Talent Management and Succession Planning

- Importance of the definitions of talent management and succession planning
- Business case for talent management and succession planning
- Activity: Pinpointing needs of your organization for talent management and comparison with best practice
- Activity: Business case for talent management and development

## III. Guiding Talent Management and Succession Planning Systematically and Strategically

- Model guide for talent management and development
- Step-by-step review of the model
- Activity: Understanding how to use the model

## DAY 2

## IV. Using Competency Modeling and Value Modeling as Foundations

- What is a Competency: Global differences
- Why are competencies important?
- Importance of and approaches to competency modeling
- Activity: Understanding competency modeling
- What is value? Global differences
- Importance of and approaches to value modeling
- Activity: Understanding value modeling

## V. Using Performance Management and Potential Assessment as Foundations

- What is performance management?
- Importance of performance management
- Defining potential assessment and its relation to performance management
- Activity: Performance management
- Activity: Potential assessment

## DAY 3

## VI. Developing Individuals through Individual Development Planning

- What is individual development and how can it be planned based on competencies?
- What approaches exist to individual development?
- How are plans formulated, implemented and evaluated?
- Activity: Discovering developmental strategies
- Unusual thinking about talent management and development: Cutting-edge approaches

## VII. Planning for Action: What to Do Back Home

- Developing action plans for when you return to your organization
- Building interest in talent management
- Activity: Action planning
- Presentation of action plans

## VIII. Conclusion

- Summary of the program purpose, objectives, and organization
- Review of participants objectives

## Case Studies, Practical Exercises, Group Activities

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