

Course No. 1722

# Leadership Development & Succession Planning Training Course

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**PUBLIC SECTOR HUMAN CAPITAL & WORKFORCE DEVELOPMENT  
GOVERNMENT & PUBLIC SECTOR**

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DURATION

**5 Days**

DELIVERY

**Classroom**



## Course Overview

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The Leadership Development & Succession Planning Training Course provides a strategic and practical framework for developing leadership capabilities, strengthening talent pipelines, and establishing effective succession planning systems across government entities, public-sector organizations, banks, financial institutions, oil and gas organizations, and large corporations. The course focuses on building leadership capacity aligned with organizational strategy and ensuring continuity in critical roles.

Effective leadership development requires a structured approach to identifying leadership capabilities, assessing current and future talent requirements, developing high-potential professionals, and preparing qualified successors for critical positions. Succession planning enables organizations to reduce leadership gaps, strengthen organizational resilience, preserve institutional knowledge, and improve workforce readiness for future business requirements.

The program covers the complete leadership and succession planning cycle, including leadership competency frameworks, strategic workforce requirements, talent identification, potential assessment, leadership gap analysis, individual development planning, coaching, mentoring, talent reviews, succession pipelines, and readiness assessment. Participants will learn how to connect leadership development with organizational strategy and workforce planning.

Particular emphasis is placed on building transparent and objective succession systems. Participants will explore methods for identifying critical roles, defining successor profiles, assessing readiness levels, developing targeted leadership programs, managing talent risks, and establishing governance mechanisms for succession decisions.

Through practical exercises, leadership competency assessments, talent mapping, succession scenarios, development planning, case studies, and an integrated final workshop, participants will develop the capabilities required to design and implement sustainable leadership development and succession planning frameworks that strengthen organizational continuity and future leadership readiness.

## Objectives

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- Analyze the strategic role of leadership development and succession planning in organizational sustainability.
- Assess current and future leadership capability requirements against organizational strategy.
- Develop leadership competency frameworks aligned with critical organizational roles.
- Identify critical positions and evaluate potential leadership and succession risks.
- Apply structured approaches to identify and assess high-potential employees and future leaders.
- Design leadership development plans based on individual capability gaps and organizational requirements.
- Develop succession pipelines with defined readiness levels, development priorities, and timelines.
- Apply coaching, mentoring, job rotation, and developmental assignment approaches to strengthen leadership capability.
- Evaluate succession readiness using objective performance, competency, potential, and development indicators.
- Strengthen talent review and succession governance processes to support informed leadership decisions.
- Develop strategies for knowledge transfer and leadership continuity in critical positions.
- Design sustainable leadership and succession systems that support long-term organizational performance.

## Who Should Attend

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This training course is designed for executives, senior managers, human resources directors, talent management professionals, learning and development managers, organizational development specialists, workforce planning professionals, and managers responsible for developing current and future leaders.

It is particularly relevant to professionals working in government entities, ministries, public-sector organizations, banks, financial institutions, oil and gas organizations, engineering companies, and large corporations where leadership continuity, critical-role coverage, and workforce capability are strategic priorities.

The program will also benefit department heads, business unit leaders, HR business partners, talent review committees, senior decision makers, and managers involved in identifying high-potential employees, evaluating leadership readiness, developing succession candidates, and supporting organizational continuity.

## Learning Outcomes

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- Identify the strategic leadership capabilities required to support organizational objectives and future priorities.
- Develop competency profiles for critical leadership and management positions.
- Identify critical roles and assess organizational exposure to succession and leadership gaps.
- Conduct structured assessments of employee performance, potential, competencies, and readiness.
- Build talent maps and succession pipelines for critical organizational positions.
- Develop individual leadership development plans linked to identified competency gaps.
- Apply coaching, mentoring, job rotation, and experiential learning to accelerate leadership development.
- Establish readiness levels and development timelines for identified successors.
- Design effective talent review processes that support objective succession decisions.
- Develop governance mechanisms for monitoring succession plans and leadership pipelines.
- Establish knowledge transfer approaches that reduce dependency on individual leaders and preserve institutional capability.
- Measure leadership development and succession effectiveness using relevant performance and readiness indicators.

## Course Outline

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### DAY 01

## Leadership Development Strategy & Future Leadership Requirements

- Principles and strategic importance of leadership development
- The relationship between leadership capability and organizational strategy
- Current and future leadership requirements

## DAY 01 — CONTINUED

- Leadership competencies and behavioral expectations
- Developing leadership competency frameworks
- Identifying leadership capability gaps

**PRACTICAL APPLICATION**

Develop a leadership capability framework aligned with organizational priorities

**DAY 02****Talent Identification, Assessment & Critical Role Analysis**

- Identifying critical positions and leadership roles
- Talent identification and high-potential employee assessment
- Performance versus potential assessment
- Competency-based leadership assessment
- Talent mapping and leadership capability analysis
- Identifying leadership and succession risks

**PRACTICAL APPLICATION**

Conduct a critical-role and talent assessment and develop a leadership talent map

**DAY 03****Succession Planning & Leadership Pipeline Development**

- Principles and components of effective succession planning
- Developing succession profiles and successor criteria
- Building succession pipelines for critical positions
- Assessing successor readiness and development needs
- Short-term, medium-term, and long-term succession planning
- Managing succession risks and leadership gaps

## DAY 03 — CONTINUED

**PRACTICAL APPLICATION**

Develop a succession pipeline and readiness assessment for selected critical positions

**DAY 04****Leadership Development, Coaching & Capability Building**

- Designing individual leadership development plans
- Competency gap analysis and targeted development priorities
- Coaching and mentoring for future leaders
- Job rotation, stretch assignments, and experiential development
- Leadership programs and development pathways
- Measuring leadership development progress

**PRACTICAL APPLICATION**

Develop an individual leadership development plan for a high-potential successor

**DAY 05****Succession Governance, Leadership Continuity & Sustainability**

- Governance of leadership development and succession planning
- Talent reviews and executive succession decisions
- Knowledge transfer and institutional knowledge preservation
- Managing leadership transitions and continuity risks
- Succession KPIs and leadership readiness dashboards
- Continuous improvement of leadership pipelines and succession systems

## DAY 05 — CONTINUED

**FINAL WORKSHOP**

Develop an integrated Leadership Development & Succession Planning framework covering critical-role identification, competency requirements, talent assessment, leadership pipelines, readiness levels, individual development plans, coaching and mentoring, succession governance, knowledge transfer, performance measurement, leadership continuity, and continuous improvement.

## Register or Request More Information

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Course page: <https://quest-training.com/courses/leadership-development-succession-planning-training-course>

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