

## Creating High Quality Succession Planning by Dr. Karl Larson 9-10 May 2016 | Singapore



### Workshop Overview

Management Succession Planning is the foundation upon which to ensure the long-term viability of the business. It is nothing more than good planning for the management resources needed to successfully execute an organization's strategic plan.

Management Succession Planning must be internalized as a mainstream, and day-to-day management responsibility to facilitate the identification and ongoing development of management talent to ensure the organization's business requirements, and prepare managers for positions of greater responsibility in a corporate culture that encourages development. High quality planning for management continuity is a basic responsibility of every professional manager and represents a major issue facing most corporations today. To this end, organizations should be committed to the discipline and annual business reviews to ensure management continuity.

Periodic reviews of Management Succession Planning efforts by the organization are necessary to measure progress and redirect activities. These reviews must become a fully integrated part of the total business and management process, involving all levels of management, and must be closely coordinated with the organization's strategic business plan.

Development of future key managers requires the efforts and long-term commitment of all professional management. With the growing complexity of jobs and the work environment, the expanding need for future management talent, and the goal of creating a quality management team, there is no other acceptable alternative.

One of the most important roles and responsibilities a CEO and his senior management team is ensuring the long-term survival of the business by building deeper pools of highly targeted talent. Improving leadership development skills with a focus on better coaching and communication skills.

Understanding what supports the organization's strategy and culture involves the focusing on the following key areas by management: Succession Planning, Leadership development, Knowledge Retention, Coaching, Managing / Coping with Change, Succession Planning for Non Executives, Measuring / Rewarding Behavior, Eliminating Talent Shortages in Critical Areas, Measuring / Rewarding Results, Internal Communications.

### Workshop Objectives

At the end of the workshop participants will learn:

- The importance of doing succession planning to ensure the long-term survival of the business
- The required role of senior management and functions in a successful succession planning process
- How to identify and select management successors and high potentials
- The necessary steps to designing and implementing a succession planning program
- Clarified their own personal succession planning values
- The importance of preparing the annual HR business support plan
- The elements of a successful annual business review process

- Understand the fundamentals of manpower planning and forecasting
- The fundamentals of assessment centers
- Learn the importance of doing “Competency Based Interviewing”

## **Course Content**

### ***Day 1 – Morning***

- Workshop overview and welcome
- Setting the Workshop stage - What will happen
- Participant Problem Senses and Learning needs
- What is Succession Planning – Definition and why it is Important
- Evolving Management Values of Effective Organizations – Recent research
- HR Trends and Challenges

### ***Day 1 – Afternoon***

- Succession Planning – Values and Purpose A group clarification exercise
- The Role of Manpower Planning and Forecasting
- The importance of Preparing the Annual HR Business Support Plan – Major steps to consider
- The Annual Business Review Process – How to ensure HR gets invited to the senior Management planning table and be more value added to the overall organization

### ***Day 2 – Morning***

- Identification of High Potentials – A selection criteria and who should be involved
- Importance of using Competency Based Interviewing Process to ensure Selection Success
- Assessment of High Potentials – What is involved in the Process
- Selection of Succession Back-ups for Senior Management and Other critical key Positions

### ***Day 2 – Afternoon***

- The Role of Assessment Centers
- Major Succession Planning Issues and Problems – An overview
- Participant Succession Planning Consultation Session
- Workshop Evaluation and adjournment

## **Who Should Attend?**

This workshop is intended for Board of Director Members, Senior Management Teams, Human Resources Executives and Professionals and functional Line operating managers involved in the selection of high potentials.

## **Workshop Learning Methods**

This workshop will involve the use of Short Content Lectures, Group Problem Solving Presentation Exercises, Individual Practice Exercises, Question and Answer Periods, Participant Consultation Sessions

### About the Trainer



Karl brings to his clients over 40 years of professional experience from the fields of international consulting, corporate management, retained executive search, executive outplacement and higher education.

For many years he owned and operated his own international consulting firm with offices in Houston, New York, Los Angeles, Manila, Singapore and Sydney. He has had extensive living periods while serving clients in the United Kingdom, France, Australia, Holland, the Philippines, the Balkans-Macedonia, Saudi Arabia and Bahrain.

His corporate experience has included senior level positions with Corning Glass, Rockwell, and Tiger International. He also has held various administrative and academic appointments at Northeastern University, UCLA, Springfield College and the University of Texas at Austin where he taught graduate MBA courses in Strategic Management, Global Marketing and Human Resources Management.

Karl also served as Senior Vice President for a retained executive search firm in Southern California as well as an Executive Vice President for a well-known retained Outplacement Firm

### Investment Fee

SG\$ 1,385.00 per person

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