



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Talent Management and Succession Planning

3 day course

Classroom, online or in-house

Course overview

Succession plans are commonly a list of names against roles, written once and read when somebody resigns, by which point the named successor has usually left too. This course covers building something that works. Delegates work through identifying the roles that genuinely need succession rather than planning for the whole organisation, defining what success in each looks like, and assessing potential separately from current performance, since the two are routinely confused. Development that actually builds readiness is covered: stretch assignments, exposure and the deliberate gaps a successor must close. Talent review discipline follows, including calibration across managers who rate differently. Retention of identified successors is addressed. The course closes on transparency, on whether to tell somebody they are a successor, and on emergency cover.

What you will learn

- Identify the roles that genuinely warrant a succession plan
- Define what success in each critical role actually looks like
- Assess potential separately from current performance
- Build readiness through stretch assignments and exposure
- Run talent reviews with calibration across managers
- Retain identified successors without over promising
- Decide on transparency and provide for emergency cover

Who should attend

- HR directors and talent management specialists
- Organisational development practitioners
- Senior line managers responsible for critical roles
- Learning and development managers
- Executives involved in succession governance

Course outline

- 01 A list read when somebody resigns
- 02 Which roles warrant succession planning
- 03 Defining success in a critical role
- 04 Potential against performance
- 05 Development that builds readiness
- 06 Talent review and calibration
- 07 Retaining successors
- 08 Transparency and emergency cover

Upcoming dates

Dates	Venue	Format	Fee per delegate
21 to 23 September 2026	Harare, Zimbabwe	Classroom	USD 995
2 to 4 November 2026	Kigali, Rwanda	Classroom	USD 995
9 to 11 December 2026	Online	Online	R6,500
3 to 5 February 2027	Durban, South Africa	Classroom	R14,950



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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