

BEST PRACTICES IN SUCCESSION PLANNING

**For Business and Government Organizations,
Multinationals, SMEs, Non-Profits, & Cooperatives**

**9:00 am to 5:00 pm, Friday, September 6, 2019
Makati Shangri-La Hotel, Makati City, Philippines**

COURSE OUTLINE

Part I. Communicating the Importance of Succession Planning

- A. Measuring the ROI of Succession Planning
- B. Impact of Poor Succession Planning to the Organization

Part II. Designing the Succession Planning Process

- A. The Different Process Steps in Succession Planning
- B. How to Identify High Potential Leaders from Your Organization
- C. How to Identify High Potential Leaders Outside Your Organization
- D. Why Most Succession Planning Systems Fail and What You Can Do To Avoid the Mistakes
- E. How to Design the Succession Planning Forms and Support Systems Such As Technology Support
- F. Who Are the Main Drivers Of The SPP

Part III. Developing other Talent Management Processes to Support Succession Planning

- A. Leader Sourcing and Identification
- B. Coaching High Potential Leaders
- C. Training and Developing Your leaders
- D. Creating a Development Plan for Your Leaders and High potentials

Part IV. Executing the Succession Planning Process

- A. Measuring the Success of Your SPP
- B. Execution Road Blocks to an Effective SPP and How To Get Over Them
- C. Proper Communication of SPP
- D. Ensuring the SP Is Actually Executed As Planned

Part V. Developing an Effective SPP for Different Types of Organizations

- A. Global multinationals
- B. Local large organizations
- C. SMEs
- D. Other organizations

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