Leadership Development & Succession Strategy (LDSS)

Adopt a strategic and systematic approach to succession management with HCI's newest certification course. Take succession planning beyond the C-suite and plan leadership development solutions that address competency gaps, identify high-potential talent, facilitate engagement, and drive growth throughout the organization.

Who Should Attend?

This curriculum is for HR professionals looking for an integrated approach to succession management and leadership development that aligns to business strategy and moves the organization toward its goals. Some of the roles that will benefit from completing the course include:

- HR Practitioner, Manager and Leader
- HR Business Partner
- Director of Learning
- Learning and Development Manager
- Leadership Development Manager
- Organizational Development Leader
- Business Unit Manager and Director
- Succession Management/Planning Leader
- Anyone who supports the identification, preparation, and deployment of talent for critical roles

Why Should You Attend?

In order to remain competitive today and in the future, organizations need a steady pipeline of high-performing and high-potential talent. Leaders need an effective process to pinpoint the knowledge, skills, and experience that build strong future leaders. To close leadership gaps, the process for developing leaders and managing succession plans must be flexible, scalable and repeatable.

The Leadership Development & Succession Strategist Certification from HCI provides a framework for aligning leadership readiness strategies with business goals, developing meaningful analytics, and building robust talent pipelines for future growth.

- Get equipped to solve the leadership pipeline and talent availability issues keeping you up at night.
- Become the go-to, organized resource on succession management in your organization
- Adopt strategies to improve the mobility and retention of high performing employees.
- Increase employee engagement through active participation in a meaningful, transparent career development process.

- Expand your organization's ideas of leadership development so that a diverse mix of activities are considered—not just formal programs
- Reduce vacancies that present business risk and untargeted, wasteful leadership development efforts

Course Outline

Day 1

The agenda for day one includes the following modules:

- **Module 1: ALIGN** - Kaiser Permanente case study; The Imperative Skillsets for Tomorrow's Leaders; Business Strategy Alignment; Aligning Business Strategies with Leadership Capability Activity; HCI Strategic Workforce Planning Model; External Influencing Factors; Internal Influencing Factors; Four Seasons Hotels and Resorts case study; Evaluating Factors and Risks Activity; Presenting Your Business Strategy Analysis Activity
- **Module 2: IDENTIFY** - Identifying Skill, Competency, and Capability Requirements; Sample Leadership Models & Frameworks; Bentall Kennedy case study; Identifying Critical Roles; FedEx case study; Talent Segmentation Activity
- **Module 3: ASSESS** - High-Potential Identification: Your Current vs Future State; Building Talent Pools Activity; Talent Assessment & Review; What to Evaluate? Ability, Performance, Aspiration, Engagement, and Beyond; Amazon case study; Confirmation Bias; Iris Bohnet, Harvard University: Using Data and Behavioral Insights to Design an Unbiased Organization; Tools for Making Data-Driven Talent Decisions

Day 2

The agenda for day two includes the following modules:

- **Module 4: DESIGN** - Korn Ferry case study; Career Pathways; Unique Perspectives on Talent Mobility; Rapid Leadership Readiness Approaches; Mastercard: Using a Bespoke Approach to Accelerate High-Potential Development; Whirlpool case study; Innovative, Personalized, and Flexible Leadership Development Approaches; Blending Formal, Informal, and Collaborative Learning; GE case study; Haworth case study; Concept Mapping and Application Activity
- **Module 5: EQUIP** - Equipping Managers to Support Growth, Mobility, and Development Activity; Conducting Talent Reviews; Guidance for Feedback and Development Conversation; Establishing Visibility and Transparency; Mapping Stakeholders; Communication Plan Development
- **Module 6: ENABLE** - HP case study; Creating a Culture that Supports Leadership Development & Succession Activity; Kellogg case study; Leadership Communication; Systems, Processes, and Tools Required to Support a Leadership Readiness Strategy; Successful Strategic Workforce Planning Through Collaboration Research; Leveraging Technology Tools; Four Seasons Hotels and Resorts case study; Developing Recommendations for Upgrading Systems and Processes