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ORGANIZATIONAL MANPOWER, SUCCESSION PLANNING

Start Date:	20/07/2026	**End Date:**	24/07/2026
Categories:	Human Resources	**Venues:**	London
Formats:	In Person	**Instructors:**	

OVERVIEW

This course provides participants with strategic tools and frameworks for effective organizational manpower planning and succession management. It focuses on forecasting workforce needs, identifying critical roles, developing talent pipelines, and creating succession plans to ensure business continuity, leadership development, and organizational agility in a competitive environment.

OBJECTIVES

By the end of this course, participants will be able to: – Understand the principles and importance of organizational manpower and succession planning. – Forecast future workforce needs based on business strategies and operational requirements. – Identify critical positions and develop competency-based succession plans. – Build and sustain talent pipelines through targeted development programs. – Align manpower and succession planning with organizational growth and change initiatives.

COURSE OUTLINE

1- Strategic Workforce Planning: Concepts, Frameworks, and Tools 2- Identifying Critical Roles and Assessing Organizational Talent Gaps 3- Developing Competency-Based Succession Plans and Talent Pipelines 4- Implementing Development Programs for Future Leaders 5- Monitoring, Evaluating, and Updating Manpower and Succession Plans

TARGET AUDIENCE

All Supervisory Levels, HR Managers, Talent Management Specialists, Organizational Development Professionals, Workforce Planners, Senior HR Officers, and Business Leaders responsible for strategic talent planning and organizational sustainability.

METHODOLOGY

The course uses strategic planning workshops, case study reviews, competency modeling exercises, succession planning simulations, and group projects to help participants apply manpower and succession planning concepts to real-world organizational challenges.

CONCLUSION

Upon completing the course, participants will be capable of designing and implementing effective manpower strategies and succession plans that support organizational resilience, leadership continuity, and long-term business success.

DAILY AGENDA

Day 1: Strategic Workforce Planning Fundamentals

Explore the role of workforce planning in organizational strategy, and learn techniques for analyzing workforce supply and demand.

Day 2: Identifying Critical Positions and Talent Gaps

Learn to map organizational structures, define critical roles, and assess future leadership and technical talent requirements.

Day 3: Building Succession Plans and Developing Talent Pipelines

Create structured succession plans based on competency models and high-potential identification frameworks.

Day 4: Implementing Talent Development Programs for Succession Readiness

Design and execute development programs, mentorship initiatives, and learning paths to prepare successors for key roles.

Day 5: Monitoring, Evaluating, and Updating Succession and Workforce Plans

Develop systems for regularly reviewing, adjusting, and refreshing manpower and succession plans based on changing organizational needs.

For more information, please contact us:
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