BLACKBIRD FOR TRAINING

Career Development and Succession Planning Masterclass

5 – 9 July 2027
Kigali (Rwanda)

UK Trainig
PARTNER



Career Development and Succession Planning Masterclass

Ref: 322101_185202 **Date:** 5 – 9 July 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Why This Course

Organizations that succeed in the long term are those that invest in their people and plan ahead for future leadership needs. Career development and succession planning are not just HR initiatives—they are strategic priorities that ensure continuity, strengthen engagement, and build a sustainable talent pipeline.

This intensive 1-week program is designed to help HR professionals and managers create structured, forward-looking approaches to developing talent. It provides practical tools to align individual aspirations with organizational goals, identify high-potential employees, and build succession plans that support business continuity and growth.

What You'll Learn and Practice

By joining this program, you will:

- Design and implement effective career development programs.
- Build structured succession plans for critical roles.
- Identify and develop high-potential employees.
- Align individual career paths with organizational objectives.
- Apply best practices in talent management and retention.
- Measure the impact of development and succession initiatives.

The Program Flow

Day 1: Foundations of Career Development

- Understanding key career development concepts and models.
- Aligning employee aspirations with business needs.
- Designing clear career paths and progression frameworks.
- Applying tools and assessments to support career planning.

Day 2: Succession Planning Fundamentals

- Understanding the structure of effective succession planning.
- Identifying critical roles and required competencies.
- Building talent pools and strengthening bench strength.
- Defining metrics to track succession planning effectiveness.



Day 3: Talent Identification and Development

- Assessing performance and potential □□□□□ □□□□.
- Using structured tools to evaluate and categorize talent.
- Designing individual development plans to support growth.
- Implementing mentoring and coaching initiatives.

Day 4: Integrating Career Development and Succession Planning

- Aligning development initiatives with succession strategies.
- Conducting structured talent reviews.
- Designing leadership development programs.
- Managing internal mobility to support growth and retention.

Day 5: Measuring Success and Ensuring Continuity

- Evaluating the effectiveness of career development initiatives.
- Measuring the impact of succession planning efforts.
- Adapting strategies to evolving organizational needs.
- Building a culture that supports continuous growth and development.

Individual Impact

- Strengthen your ability to manage career development initiatives.
- Improve your skills in identifying and developing future leaders.
- Enhance your understanding of talent management strategies.
- Build confidence in designing long-term development plans.

Organizational Impact

- Ensure continuity in critical roles and leadership positions.
- Improve employee engagement and retention.
- Strengthen internal talent pipelines.
- Align workforce capabilities with long-term business strategy.

Training Methodology

This program focuses on practical application through:

- Case studies and real-world talent management scenarios.
- Interactive discussions and group exercises.
- Workshops on development planning and succession design.
- Practical tools and templates for immediate use.



Beyond the Course

By the end of this program, participants will be equipped with the tools and frameworks needed to build effective career development and succession planning systems.

They will return ready to:

- Design structured career paths and development programs.
- Implement succession plans for key positions.
- Identify and develop high-potential employees.
- Create a culture that supports growth, retention, and long-term success.

This course enables organizations to move from reactive talent management to a proactive, strategic approach that ensures stability, growth, and future readiness.

