



Schulich
School of Business
Executive Education Centre

Succession Management for Sustained Business Success

Learn a step-by-step methodology to develop a succession management plan that will ensure you have the resources for execution of your longer term strategic business plans.

SEEC Moments of Insight include:

The technical track is usually ignored but continuity of highly experienced technical professionals can be critical.

Being a high performer at their job does not automatically make someone high potential.

Understand the integral roles of career, replacement, succession and workforce planning



Register for an Upcoming Session:

March 27 - 29, 2017
October 16 - 18, 2017

Our Participants Say About SEEC Programs:

"Excellent content, excellent/professional instructors and a great value add to your professional development."

Nick Hadjiyianni,
Programs Manager,
Employment and Social Enterprise Initiatives,
Community Living Toronto

"Schulich has set itself apart from other executive education courses. The direct application of course material will act as a true value add to my current and future career endeavours"

Elizabeth Moschopedis,
Asset Marketing Manager,
Oxford Properties Group

"Excellent opportunity to learn and share to other individuals interested in becoming better leaders"

Leona Tarini, Resource Management Supervisor,
Ministry of Natural Resources and Forestry

Register Today / Complete Details

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Succession Management for Sustained Business Success

Implement an integrated talent management system to develop tomorrow's leaders today

Is your organization facing the prospect of a lack of qualified people to fill roles critical for ongoing success?

As more and more Boomers with mission critical knowledge, insight and experience retire, **executives today are increasingly aware that the ability to successfully execute strategic business plans depends on their ability to fill these senior roles with qualified people from their internal ranks. Yet, some research indicates that over 50% of firms lack any formal succession planning.** This workshop provides participants with a proven methodology – refined by instructor David S. Cohen over 25 years of working with a broad spectrum of organizations – for developing a structured succession planning and management program. Through a variety of learning activities, participants **work through a clearly defined pathway to build a succession management and planning process unique to their own organization and its needs.**

Top Take-Aways

1. Recognize the importance of authentic corporate culture / values to the success of succession planning
2. Retain top talent using succession planning without losing the operational expertise of those that are not promoted
3. The role of HR, The C-Suite and the CEO in setting and maintaining succession and management plans
4. Build a foundation to succession planning as an integral part of workforce planning
5. Successful succession management needs talent champions; what are they and how to grow them
6. Succession is for both the leadership and support positions, how to identify your critical positions

Who Should Attend

Anyone charged with the accountability and responsibility of succession planning:

- CEOs, COOs, CIOs
- Chief human resources officers / VPs of human resources
- Directors of talent management or succession planning
- Small and medium-size business owners
- HR staff involved in the succession planning process and/or talent management
- Organizational development professionals

Overview of Learning

Succession Planning as a Business Tool

Establishes a clear understanding of the perceptions, organizational issues, and business context within which an effective succession planning system must operate.

Setting a Direction

Outlines the basic, initial choices organizations must make in creating, re-launching or refining an effective succession-planning program.

Building Blocks of Succession Planning

Provides a working framework on which an effective succession planning system can be designed to meet the unique needs of your organization.

Identifying and Developing Talent

Establishes a framework for implementing high-potential identification and development strategies and programs.

Making It Work: The Mechanics

Equips participants with a proven way of calibrating their understanding of high potential behaviours, and sharing that understanding with other managers

Building Your Succession Planning Agenda

Provides participants with an organized, comprehensive means to record decisions, learnings, and ideas from the seminar to take back and apply in their organization.

There's more! See **complete program content** at URL below.

Dates & Locations:

March 27 - 29, 2017
Executive Learning Centre

October 16 - 18, 2017
Executive Learning Centre

Registration Fee:

\$2,595 + applicable taxes

Registration Details:

- Tuition includes teaching materials, lunches and refreshments, but not accommodations
- A special corporate rate is available for participants at partner hotels
- Programs run from 9:00 a.m. to 4:30 p.m.
- Modules, speakers, topics, dates, fees, and locations are subject to change

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More Questions? Get in Touch!

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