

Business Succession Planning

The loss of valuable leadership can cripple a company. Business succession planning is essentially preparing successors to take on vital leadership roles when the need arises. It is essential to the long-term survival of a company. Every company should have a form of succession planning in its portfolio as it is not the expected absences that can cripple a company, but the unexpected ones. This course will teach participants the difference between succession planning and mere replacement planning. How to prepare people to take on the responsibilities of leadership so that the company thrives in the transition is just as important as picking the right person for the job.

Course Outline

- Succession Planning Vs. Replacement Planning
- Preparing for the Planning Process
- Initiating Process
- The SWOT Analysis
- Developing the Succession Plan
- Executing the Plan
- Gaining Support
- Managing the Change
- Overcoming Roadblocks
- Reaching the End

Prerequisites

The candidate must have completed or be in the process of completing a high school or secondary school diploma or similar educational standards.

Training methods

- Interactive facilitator lead learning
- Class activities
- Group discussions and case studies
- Practical sessions
- Question and answer sessions
- E-learning
- Role-plays
- Self-assessment tools

Learning outcomes

Upon the completion of this Course, the learner will be able to:

- Define business succession planning and its role in the company.
- Lay the groundwork to develop a succession plan.
- Define and use a SWOT analysis to set goals.
- Create a plan, assign roles, and execute the plan.
- Communicate to develop support and manage change.
- Anticipate obstacles, and evaluate and adapt goals and plans.
- Characterize success.

Course Duration

The standard duration of this course is 12 contact hours.

Approvals & Accreditation

- Ministry of Labour, Kingdom of Bahrain
- HABC
- ILM

Who Should Attend

Suitable to all job positions.

For more information please feel free to contact:

Invita Training Center | P.O. Box 1197 | Manama | Kingdom of Bahrain
Tel: +973 17 506000 | Fax: +973 15 500202 | info@invita.com.bh