

STRATEGIC TALENT PIPELINE : INTEGRATING CAREER PATHWAYS & SUCCESSION PLANNING

Cultivate Your Talent Ecosystem to Chart Inspiring Career Paths and Pave the Way for Sustainable Growth



Key Learning Outcomes

- Develop a comprehensive understanding of career development and succession planning principles
- Design and implement effective career pathways for employees at all levels
- Identify and nurture high-potential employees for future leadership roles
- Create a vigorous succession planning framework tailored to your organisation's needs
- Implement strategies to foster a culture of continuous learning and development
- Utilise various career development tools and methodologies effectively
- Align individual career aspirations with organisational objectives
- Develop skills in coaching and mentoring to support employee growth
- Create and manage Individual Development Plans (IDPs) for key positions
- Measure and communicate the impact of career development and succession planning initiatives

WHO SHOULD ATTEND?

- HR professionals and managers
- Talent development specialists
- Organisational development practitioners
- Middle and senior-level managers
- Business owners and entrepreneurs
- Learning and development professionals
- Career counsellors and coaches

MAXIMISE LEARNING IMPACT

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Boost your team's development with our exclusive 3 for 2 deal ! Send three participants for the price of two and promote a shared learning experience that accelerates your organisation's growth.



**26 & 27 FEBRUARY 2025
THE EMPIRE HOTEL SUBANG,
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A Strategic Talent Pipeline seamlessly integrates career pathways and succession planning to ensure organisations maintain a steady flow of qualified employees ready to fill key positions.

Career pathways are structured progressions of job roles that allow employees to advance within the organisation, developing their skills and experience along the way. Succession planning involves identifying and preparing potential successors for critical roles, particularly leadership positions.

By combining these approaches, organisations create a comprehensive system to develop internal talent, retain high performers, and maintain continuity in essential functions. This strategy helps businesses adapt to changing needs, reduce recruitment costs, and foster a culture of growth and opportunity, ultimately contributing to long-term organisational success and resilience.

The Talent Crisis

Recent studies highlight the urgent need for effective career development and succession planning:

- According to a Deloitte's Global Human Capital Trends report, 86% of leaders believe developing new leaders is "urgent" or "important", yet only 13% excel at developing leaders at all levels.
- 75% of companies reported talent shortages and difficulty hiring in 2022 - this was the highest percentage in 16 years according to ManpowerGroup's Talent Shortage survey.

As John C. Maxwell aptly put it, "The single biggest way to impact an organisation is to focus on leadership development. There is almost no limit to the potential of an organisation that recruits good people, raises them up as leaders and continually develops them."

Key Benefits of Attending

- Adapt to changing organisational needs
- Reduce recruitment costs
- Foster a culture of growth and opportunity
- Contribute to long-term organisational success and resilience

At a time where talent is the ultimate competitive advantage, mastering career pathway development and succession planning is crucial for organisational success. This course provides you with the pertinent knowledge, strategies, and insights needed to create an effective talent pipeline and foster a culture of continuous growth within your organisation.

Join us for this strategic training programme and unlock the full potential of your organisation's most valuable asset – its people.



YOUR COURSE DIRECTOR

R. SHEYMALATHA, MBA.

R. Sheymalatha (Sheyma) is a seasoned HR professional with over two decades of experience in talent development and management. Her career began in 2001 after graduating with honours from the National University of Malaysia. She later earned an MBA in Strategic Management from the University of Georgia, enhancing her holistic approach to HR.

Sheyma has held senior HR positions across various industries, demonstrating versatility and deep expertise. At Western Digital, she implemented comprehensive talent development programmes for a global workforce. During her time at Integrated Logistics Berhad, she designed succession planning strategies for key leadership roles. At ExxonMobil, Sheyma served as a Safety Training Coach, integrating safety culture into talent development initiatives. Her academic experience includes serving as Head of HR at Manipal International and GlobalNXT Universities, broadening her expertise to include academic talent management and leadership development.

As a highly sought-after corporate trainer, Sheyma has secured several prestigious appointments. She served as an HRD Corp Malaysia appointed Mentor for SME Entrepreneurs Training and as a Training Needs Consultant for SMEs. Additionally, she is a Training Needs Consultant for the Fostering Innovation & Refuelling Entrepreneur (FIRE) programme by the Entrepreneurship Development Institute of India.

Over the past two decades, Sheyma has helped thousands of HR professionals and leaders across various industries achieve their learning and development goals. Her training philosophy emphasises that effective training, coaching, and mentoring are key success factors for any organisation. She believes in building a solid workforce as the foundation for sustainable business success. Her practical experience and academic background allow her to bridge theory and practice, providing participants with actionable insights and strategies.

TRAINING AGENDA

Foundations of Career Development and Succession Planning

- Importance of career development in the 21st-century workplace
- Impact on employee engagement and retention
- Key elements of an integrated career development system
- Aligning individual aspirations with organisational goals
- Defining succession planning vs replacement planning
- Strategic importance and role in risk management
- Assessing organisational readiness for implementation

Creating a Development Focused Culture

- Characteristics of a strong development culture
- Fostering a growth mindset and collaborative learning
- Roles and responsibilities in career growth (HR, managers, employees)
- Strategies for promoting continuous learning (70-20-10 model)
- Implementing internal mobility programmes
- Overcoming barriers to effective career development

Identifying and Nurturing High Potential Employees

- Defining and identifying high-potential vs high-performing employees
- Assessment techniques: competency frameworks, psychometrics, 360-degree feedback
- Best practices in managing high-potential employees
- Creating accelerated development programmes
- Providing stretch assignments and cross-functional experiences
- Implementing mentoring and sponsorship programmes
- Facilitating exposure to senior leadership

Career Development Tools and Methodologies

- Developing and implementing competency frameworks
- Using competencies for career mapping and gap analysis
- Effective coaching and mentoring programmes
- Career counselling services and their benefits
- Implementing career workshops and clinics
- Utilising technology : career management software

Designing Career Pathways

- Mapping out career trajectories within the organisation
- Creating visual career maps and lattices
- Aligning individual aspirations with organisational needs through career conversations
- Creating flexible career paths: dual tracks (technical and managerial)
- Facilitating lateral moves and career transitions
- Accommodating non-linear career progression
- Implementing transparent career progression frameworks

Succession Planning in Practice

- Building a business case for succession planning
- Quantifying costs and demonstrating ROI
- Assessing current and future work requirements
- Conducting job analysis for critical roles
- Anticipating future skill requirements
- Identifying critical positions and potential successors
- Creating and managing talent pools
- Implementing talent review and calibration processes

Developing Internal Successors

- Strategies for closing skill gaps
- Conducting skills gap analysis
- Designing targeted learning interventions
- Leveraging internal subject matter experts
- Creating and implementing Individual Development Plans (IDPs)
- Measuring the effectiveness of development initiatives
- Preparing successors for leadership transitions
- Implementing shadowing and job-sharing programmes

Sustaining and Evolving Your Programme

- Continuous improvement of career development and succession planning processes
- Leveraging data and HR analytics for informed decision-making
- Using data visualisation tools to communicate talent insights
- Adapting to changing organisational needs and market conditions
- Addressing the impact of technological disruption on career paths
- Measuring and communicating the impact of your initiatives
- Developing a balanced scorecard for talent management
- Presenting talent insights to senior leadership and the board

Summary & Conclusion

- Course Wrap-Up
- Q & A
- Certificate Presentation
- End of Programme

26 & 27 FEBRUARY 2025

The Empire Hotel Subang, Malaysia.

PARTICIPANT DETAILS

Please photocopy this form for more delegates

PARTICIPANT 1 :

Name :

Position :

Mobile :

Email :

PARTICIPANT 2 :

Name :

Position :

Mobile :

Email :

AUTHORISING MANAGER :

Name :

Position :

Tel :

Email :

Organisation :

Address :

Date :

Signature :

COURSE FEE

- USD400.00 nett / participant – International.
 RM1800.00 nett / participant – Malaysia.

Please Note:

1. Course Fees include attendance, course notes, lunches, refreshments, certificate and applicable taxes.
2. Full payment must be received before the start of the course.
3. For groups of 5 or more participants, please contact us.

PAYMENT METHOD

Payment can be made by cheque or bank transfer.
Please make payment to:

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Account No : 5141-9634-9635
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GENERAL TERMS & CONDITIONS

1. **Substitutions** are welcome. Kindly notify us at least 2 working days prior to the programme.
2. **Cancellations** will be refunded in full minus a US\$50.00 / RM200.00 administration fee if the cancellation is done at least 7 days prior to the course. Cancellations done less than 7 days prior to the course will not be eligible for any refunds.
3. **Advertised package** - While every reasonable effort will be made to adhere to the advertised package, please note that the content, speaker and venue were confirmed at the time of publishing. Circumstances beyond our control may necessitate an alteration to the same. As such we reserve the right to alter or modify the advertised package if required.
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