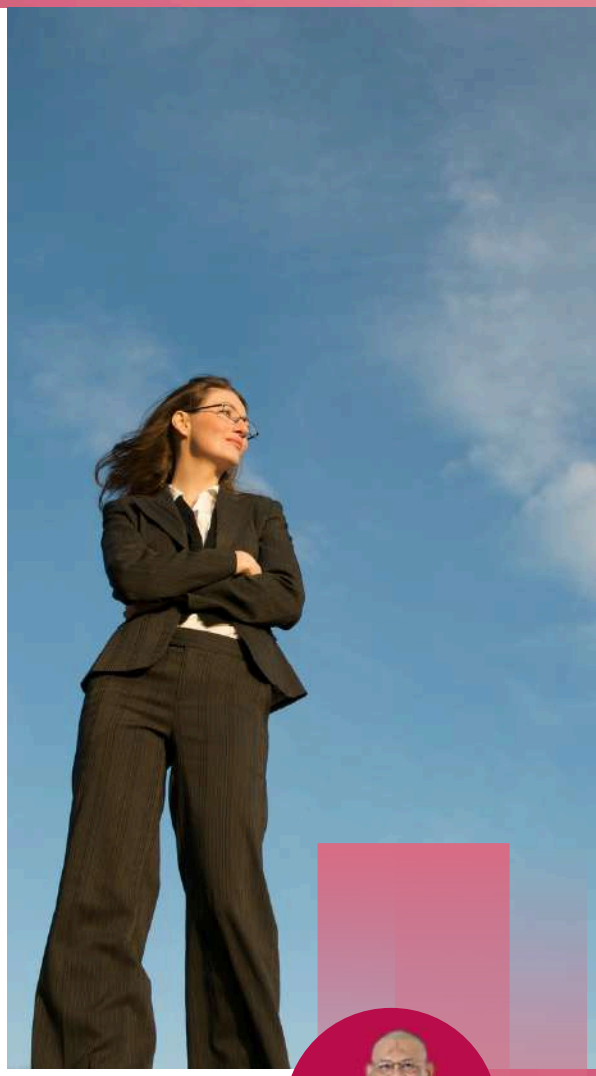
SUCCESSION PLANNING
FOR FUTURE READY LEADERS

A human-centred strategy to prepare leaders, protect continuity and strengthen resilience.

Every organisation needs clarity on who will lead next. Succession planning is more than filling vacancies, it's about protecting business continuity, accelerating the readiness of high-potential talent, and building a culture where leadership is passed forward with intention.

This program reframes succession as a human-centred strategy. Leaders will see it not as an HR process, but as their responsibility to nurture talent, mentor future successors, and strengthen resilience across the organisation.

By combining proven frameworks with practical tools, you'll walk away equipped to drive succession in your own context.



KEY TAKEAWAY

- Define critical leadership roles and future-ready competencies.
- Identify and assess high-potential talent using the 9-Box Talent Matrix and Competency Mapping.
- Create development pathways through Individual Development Plans (IDPs) and stretch assignments.
- Integrate succession into performance management and talent reviews.
- Balance today's performance with tomorrow's readiness.

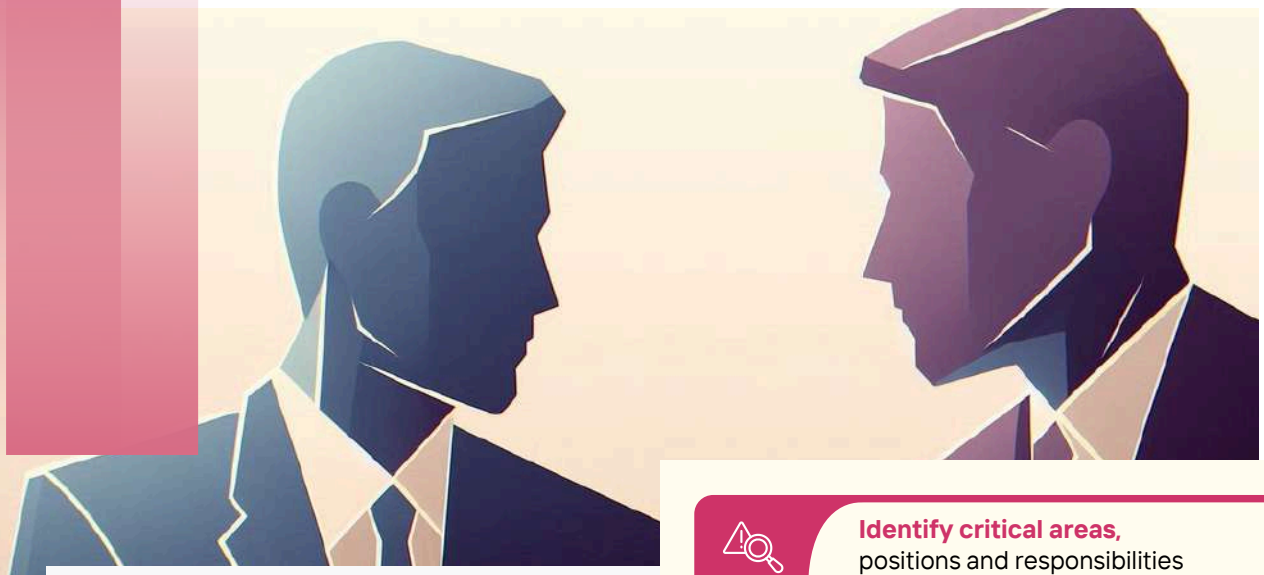
LED BY OUR HR STRATEGIST EXPERT

AZIZAN AMIR is a globally recognized HR strategist and award-winning leader with 40+ years of international experience.

Having held senior roles at General Electric, Philips, and Emerson, he now serves as President of the Centre for Strategic HRM.

Renowned for his expertise in performance, talent, and succession, Azizan is a sought-after coach and advisor to top organizations worldwide.

THE 4 STAGES OF SUCCESSION PLANNING



What Makes This Different

Unlike generic frameworks, our approach combines experiential assessment, leadership coaching, and digital dashboards that give leaders and HR teams real-time visibility into the pipeline. This ensures succession planning is embedded, not just documented.

- **Identify critical areas,** positions and responsibilities
- **Assessing internal capabilities** and building a talent pipeline
- **Developing and implementing** succession plans
- **Evaluating succession** planning effectiveness

EXPECTED RESULTS

- Strong, transparent leadership pipelines across all levels.
- Higher internal promotion rates and reduced dependency on external hires.
- Faster time-to-performance for promoted leaders.
- Greater retention of high-potential employees.
- Lower business risk from leadership gaps or unexpected exits.

Proof of Impact

Proven with 350+ leaders across the banking sector in 12-month journeys that strengthened pipelines, increased promotion readiness, and reduced leadership vacancy risks.