

## Strategic Talent Mobility: Succession and Retirement Planning in a Dynamic Workforce

### COURSE OVERVIEW

This course examines and addresses how organizations can proactively prepare for leadership transitions, retain critical expertise, and ensure business continuity in an evolving labor landscape. The course equips participants with tools to identify and develop high-potential talent, design robust succession pipelines, and integrate retirement planning into overall workforce strategies. It also examines the role of talent mobility in fostering agility, leveraging institutional knowledge, and minimizing disruption during organizational shifts.

### WHO SHOULD ATTEND?

This course is designed for CEOs, CHROs, Talent Directors, and Workforce Strategists in corporations facing demographic shifts, along with HR Business Partners and Succession Planning Managers responsible for leadership pipelines. It equally benefits Chief Operating Officers overseeing knowledge continuity, Diversity & Inclusion Leaders addressing multi-generational workforce challenges, Public Sector HR Directors managing aging civil service populations, consultants advising on organizational resilience, Private Equity Operating Partners optimizing portfolio company talent liquidity, and Academic Leaders who are tasked with preserving critical institutional knowledge, mitigating retirement-driven capability gaps, and designing future-proof talent mobility frameworks.

### COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Develop and implement succession planning strategies aligned with organizational objectives.
- Design and execute retirement planning frameworks that ensure smooth leadership transitions.
- Apply workforce analytics to forecast talent gaps and inform mobility strategies.
- Facilitate structured knowledge transfer to retain institutional expertise.
- Integrate talent mobility into organizational development and change management plans.
- Assess the impact of succession and retirement strategies on organizational resilience.
- Identify critical roles and map potential successors to strengthen leadership pipelines.
- Implement phased transition programs that balance workforce continuity with innovation.

### KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- Why strategic talent mobility is critical for sustaining leadership pipelines in a dynamic workforce.
- How to identify critical roles and assess potential successors to build a strong succession plan.
- When to initiate succession and retirement planning to ensure smooth leadership transitions.
- How to design phased retirement strategies that balance operational continuity with fresh talent integration.
- Why workforce analytics are essential for forecasting talent gaps and informing mobility strategies.
- How to facilitate structured knowledge transfer programs to retain institutional expertise.
- When to integrate talent mobility planning into broader organizational development and change strategies.
- How to measure and evaluate the impact of succession and retirement planning on organizational resilience.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded