

NEW

SUCCESSION PLANNING

*Leveraging Your Talent For
Corporate Sustainability*

JULY 24 – 26, 2013



**Group
Discount! ****

10% discount for
group of 3 or more
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same company for
the same programme.

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INTRODUCTION

'Approximately one-third (30%) of executives surveyed ranked developing leaders and succession planning as today's top talent priority - the highest of any response in the survey. A nearly equal percentage (29%) predicted it will likely remain the top talent concern over the next three years.' Leadership identification is one of the key issues facing leaders around the globe. Ensuring the sustainability of the company is essential. Having the right leadership in place will make that happen.

Yet most leaders have not thought through the succession planning process beyond their immediate replacement needs of today, the short term. Success for firms in the next decade will likely be determined by how well they manage to balance the economical realities with the need to invest in their current human capital. Traditional replacement tactics will not suffice in the struggle ahead. Human capital is an asset that continues to be the pillar of continuity and long-term success for companies.

Success of a company is measured not by the success of the founder but the legacy they leave for the following generations of employees. Getting the succession right is the key issue of organizations both new and established.

BENEFITS TO YOU

- Understand that human capital is the one asset that is hard to measure and harder to sustain.
- Identify priority issues, problems, and/or opportunities and the level to which succession planning is required for specific roles within your organisation
- Understand the Parameters of a Well-Designed Succession Planning Programme: Use proven success principles to custom-tailor your programmes leverage best practices for selection
- Be able to identify high potential employees and differentiate between high potential and promotable
- Know how to conduct a meaningful talent review meeting between leaders of the organisation
- Identify the key factors that differentiate a leader of your firm from other employees
- Develop a six-step process to ensure successful development and execution of a succession plan specific to your organisation's needs
- Know the choices you have to make to redefine or begin your succession planning journey
- Know the mechanics of the succession places that works for your organisation

PROGRAMME OUTLINE

- Succession Planning as a Business Tool, why succession planning makes sense in general and specifically for your organisation
- Making sense of succession planning; what are the basic choices you have to make to make succession planning work within your organisations business strategy and culture
- Build a working framework on which an effective succession planning system can be designed to meet the unique needs of an organisation
- Construct a framework for developing high-potential identification and development strategies and programmes
- Understand the difference between competent and capable
- Build your knowledge of the importance of the behaviours that define your values and the competencies that determine success
- Understand that succession planning is the culmination of a well defined and structured talent management process
- Know the importance of workforce planning as a foundation for succession planning
- Set your own roadmap for effective execution of succession planning
- Know the differences and effectiveness of different individual assessment approaches



WHO MUST ATTEND

- Ultimately the CEO is responsible for succession planning as she or he is accountable for the continuity of the corporation. This programme should be attended by CEO, Presidents, and CFOs
- Professionals in the fields of Human Resources, Talent Management, and Organisational/Leadership Development who are responsible for executing their organisations talent and succession planning processes.
- Individuals who are conducting talent assessments and talent review meetings, to identify successors and key talent for their organisation
- Anyone responsible and or accountable for the continuity of the organisation

PROGRAMME LEADER

Dr David S Cohen is considered a global thought leader in the area of talent management. He has been engaged in helping organisations in the recruitment and selection process for over 25 years. Dr Cohen is a master teacher who engages participants in a fast paced and thought provoking workshop that enables successful transfer of the learning to the workplace. He has taught this programme to 1,000s of participants worldwide. Dr Cohen is an adjunct professor at the Schulich School of Business, York University, Toronto, Ontario, Canada. His book *The Talent Edge* is a best seller on the topic of behavioural interviewing.

PROGRAMME INFORMATION



DATE : July 24 – 26, 2013
TIME : 9.00 am - 5.00 pm
FEE : \$3,745.00 (SIM Member / Non-members)
(Inclusive of 7% GST)

Participation fee includes tuition fees, instructional materials, lunches and refreshments. No refunds are possible for any part of the package that is not taken.

Note: Foreign delegates sponsored by their organisations, GST is not applicable. If payment is made by a Singapore registered company, GST will apply.

VENUE* : Singapore Institute of Management
Management House, 41 Namly Avenue,
Singapore 267616
** Unless otherwise advised*

ENQUIRIES : Tel: +65 6248 9422
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SUCCESSION PLANNING

STRATEGY AND INNOVATION FOR A TURBULENT WORLD
JULY 24 – 26, 2013



Contact Person's Details *(if different from participant)*

Name: Mr/Ms _____

Job Title: _____

Tel: (Hp) _____ (O) _____

Fax: _____ E-mail: _____

Participant's Details *(compulsory information)*

Name: Mr/Ms _____
(As in your identity card or passport. Please underline your surname.)

Male Female

Nationality: Singaporean PR Others (please specify) _____

NRIC/Passport No. _____ Job Title: _____

Tel: (Hp) _____ (O) _____

Fax: _____ E-mail: _____

Company: _____

Address: _____

_____ Country: _____ Postal Code: _____

1. Hotel Reservations *(for foreign delegates)*

Please contact us for assistance in hotel reservations.

2. Registration and Payment

A place will be reserved for you upon receipt of your registration by fax/e-mail. Please inform us in writing of any change in your registration 14 days before commencement of programme, after which 25% of programme fee will be chargeable. If no notification is received by commencement date, the full programme fee will be charged.

For foreign delegates sponsored by their companies, GST is not applicable. If payment is made through a local company, GST will apply.

Payment must be made by the closing date stated. All cheques/bank drafts must be made payable to 'Singapore Institute of Management', crossed and marked 'A/C payee only' with the programme title(s) indicated on the back of the cheques. Mailing address can be found at the bottom of this brochure.

3. Refund of Fees

If notice of withdrawal is given in writing:

- 100% refund for written notification 14 days before commencement
- 75% refund for written notification within 14 days before commencement
- After commencement/No show – No refund

4. Changes to Programme

Changes in programme date, time, fees and speakers may occur due to unforeseen circumstances. However, SIM will ensure that every effort will be made to inform participants of the change. SIM reserves the right to cancel the course due to unforeseen circumstances.

5. Customised Learning and Development Solutions

For enquiries, please call us at +65 6248 9409 or email us at ict@sim.edu.sg For more information on SIM programmes and services, please visit our website www.sim.edu.sg/pd

Please fax or send registration form and cheque (by mail) to:
Ms Annie Tan (PGM), Singapore Institute of Management, Management House, 41 Namly Avenue, Singapore 267616
Fax: +65 6467 4401. We will acknowledge receipt of your registration by post, e-mail or phone.