Elevora
Global Training

COURSE BROCHURE

Talent Management and Succession

Human Resources

Code	Duration	Formats	Language	Certificate
HR-109	**5 or 10 days**	**Classroom, live online, in-house, blended**	**English or Arabic**	**Certificate of completion**

A practical human resources course covering identifying high-potential talent, development programmes and stretch roles and succession planning for key positions. Run as a 5-day core or 10-day extended programme, in 16 cities, live online or in-house, and fully customisable for your team.

About this course

Talent Management and Succession gives delegates a structured, practical understanding of identifying high-potential talent and development programmes and stretch roles, then builds the skills to apply succession planning for key positions, retention strategies and running talent review meetings in real work. Sessions are led by practitioners with at least 15 years in the field.

Who should attend

HR managers, business partners, talent and L&D specialists, and line managers who lead people.

What you will learn

- Identifying high-potential talent
- Development programmes and stretch roles
- Succession planning for key positions
- Retention strategies
- Running talent review meetings

5-day course outline

Day 1	**Identifying high-potential talent**	Concepts, standards and terminology, with a diagnostic exercise to baseline the group.
Day 2	**Development programmes and stretch roles**	Methods and tools explained step by step, with worked examples from real operations.
Day 3	**Succession planning for key positions**	Hands-on practice in small groups using realistic data, cases and templates.
Day 4	**Retention strategies**	Case studies of successes and failures, and how to apply the lessons in your organisation.
Day 5	**Running talent review meetings**	Integration exercise, final knowledge check and a personal action plan.

10-day extended programme

Includes the full 5-day outline, plus a second week of applied work:

Day 6	**Applied workshop: Identifying high-potential talent** — Deeper practice with your own data or site examples.
Day 7	**Applied workshop: Development programmes and stretch roles and succession planning for key positions** — Group exercises that combine methods from week one.
Day 8	**Field case study: Retention strategies** — A detailed industry case worked through from start to finish.
Day 9	**Advanced practice: Running talent review meetings** — Tools, templates and checklists to take back to work.
Day 10	**Assessed project and presentation** — Each delegate presents an improvement plan and completes the final assessment.

Upcoming classroom dates

More dates, cities and live online sessions on request.

Dates	City	Length	Fee per delegate
16 Nov 2026 to 20 Nov 2026	London	5 days	**$3,450**
21 Dec 2026 to 25 Dec 2026	Istanbul	5 days	**$2,450**
17 Jan 2027 to 28 Jan 2027	Cairo	10 days	**$4,450**
1 Feb 2027 to 12 Feb 2027	Amsterdam	10 days	**$6,250**
1 Mar 2027 to 12 Mar 2027	Barcelona	10 days	**$6,250**

Fees per delegate (2026 to 2027)

Format	5 days	10 days
Classroom: Dubai, Istanbul, Cairo, Kuala Lumpur	**$2,450**	**$4,450**
Classroom: London, Europe, Singapore	**$3,450**	**$6,250**
Live online	**$1,450**	**$2,650**
In-house, group of up to 15	**From $12,900**	**From $23,500**

Classroom fees include tuition, materials, lunch and refreshments, and a certificate. 10% group saving for 3 delegates, 15% for 5 or more.

Tailored to your team

Change the level, language, length (1 to 20 days) and format, add topics from other courses or entirely new topics, and include your own case studies, site visits or exam preparation. Build it online for an instant indicative fee.

Register or request an in-house proposal

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