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COURSE BROCHURE

Successor Readiness and Career Development Training Course

22 – 26 February 2027
Madrid

Successor Readiness and Career Development Training Course

Ref: 3039_115306 **Date:** 22 – 26 February 2027 **Location:** Madrid **Fees:** 5600 GBP

Successor Readiness and Career Development is a 1-week training course for human resources partners, talent managers and line leaders who must name, prepare and track the people ready to step into vital leadership posts, and leave with a successor readiness map. Retirements, sudden exits and shifting skill needs now expose thin leadership benches quickly. Jupiter Prime Training offers this course for those who carry that responsibility.

Why Successor Readiness and Career Development Matters Now

Three forces shape successor readiness today. Experienced post holders are leaving in larger waves, taking unwritten know-how with them. Younger professionals expect visible career routes and will move elsewhere when none appear. An organisation that prepares successors early keeps continuity, and retains its strongest people; one that does not faces costly vacancies, rushed external hires and quiet disengagement among those who were overlooked. The course rests on sound practice in role criticality, readiness evidence and development planning, described in plain terms rather than tied to any single named method.

Who Gains Most from Successor Readiness and Career Development

- Human resources partners who advise business units on vacancy exposure and successor slates
- Talent managers who run talent pool reviews and track development moves
- Line leaders who coach direct reports and nominate potential successors
- Learning specialists who design stretch assignments, rotations and mentoring pairs
- Department heads who sign off promotion and internal transfer decisions

A business unit gains most when its human resources partner and two or three line leaders attend together and build one shared readiness picture.

Successor Readiness and Career Development Capabilities

Participants move from naming vulnerable posts to proving that named people can fill them, and from vague ambition to dated career moves.

- Assess which posts carry the highest vacancy exposure — executive committee continuity decisions
- Weigh readiness evidence for each nominee against post demands — successor slate approval
- Design development moves, rotations and mentoring pairs — individual career path agreements
- Build a talent pool with clear entry and exit rules — fairness questions from employees
- Communicate career conversations honestly without implying promises — trust between leader and report
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Test bench strength through regular review routines — board questions on leadership continuity

Key Successor Readiness and Career Development Terms

- Vacancy exposure — the combined effect of how vital a post is and how hard it would be to fill quickly.
- Readiness horizon — the expected time before a nominee could perform fully in a target post.
- Successor slate — the ranked list of named nominees for one post with their main gaps.
- Talent pool — a group of people prepared for a family of posts rather than one single seat.
- Development move — a planned assignment, rotation or project that closes a specific readiness gap.
- Bench strength — the share of vital posts that have at least one nominee ready within the agreed horizon.

Successor Readiness and Career Development Day by Day

Day 1: Mapping Vital Posts and Vacancy Exposure

- Post Criticality Scoring — Which Seats Would Hurt Most if Empty
- Departure Signal Scanning — Where Retirements and Exits Will Cluster
- Know-How Concentration Mapping — Which Expertise Sits With One Person
- Vacancy Exposure Grid — Ranking Posts for Successor Attention
- Stakeholder Expectation Interviews — What Executives Need From the Bench

Day 2: Gathering Readiness Evidence

- Post Success Profiles — Defining What a Ready Successor Must Show
- Performance and Potential Evidence — Separating Current Results From Capacity to Grow
- Readiness Horizon Rating — Agreeing Now, One Move or Two Moves
- Calibration Discussions — Reducing Single-Manager Bias in Nominations
- Successor Slate Drafting — Naming Nominees and Their Main Gaps

Day 3: Building Talent Pools and Development Moves

- Talent Pool Design — Entry Rules, Exit Rules and Pool Size
- Stretch Assignment Selection — Matching Projects to Specific Readiness Gaps
- Rotation and Secondment Planning — Balancing Learning Against Business Continuity
- Mentoring Pair Design — Choosing Mentors Who Hold Missing Know-How
- Development Move Budgeting — Prioritising Scarce Places Across Nominees

Day 4: Career Conversations and Individual Paths

- Career Aspiration Dialogues — Hearing Ambition Without Making Promises
- Career Path Options — Vertical, Lateral and Specialist Routes
- Individual Development Agreements — Dated Moves Owned by Leader and Report
- Handling Overlooked Candidates — Retaining People Not on a Slate
- Transparency Choices — How Much Slate Detail to Share

Day 5: Practising the Successor Readiness Map

- Review Routine Design — Quarterly Bench Strength Checks and Owners
- Exposure Grid Refresh — Applying Day 1 Scoring to Live Cases
- Slate Challenge Panel — Testing Day 2 Evidence With Peers
- Development Move Rehearsal — Pressure-Testing Day 3 Choices
- Successor Readiness Map — Completing the Unit Plan for Sign-Off

Applying Successor Readiness and Career Development After the Course

- Run a vacancy exposure scoring session with your leadership team and rank the top ten posts for successor attention.
- Hold calibrated career conversations with each nominee and record a dated development move in their individual agreement.

Successor Readiness and Career Development Questions FAQ

What is successor readiness and career development, and why does it matter now?

It is the practice of preparing named people to fill vital posts while planning careers. It matters now because departures are rising, skill needs are shifting and employees leave when they see no route forward inside the organisation.

Which roles gain most from successor readiness and career development training?

Human resources partners, talent managers and line leaders gain most. You benefit if you nominate successors, run pool reviews or hold career conversations.

How does successor readiness and career development differ from a general talent management course?

It focuses narrowly on filling vital posts from inside. A general talent course spans hiring, reward and engagement; this one goes deep on vacancy exposure, readiness evidence and successor slates.

What do you bring back from successor readiness and career development training?

You bring back a successor readiness map for your own unit. It ranks vital posts, names nominees with readiness horizons and lists dated development moves.

Successor Readiness and Career Development: The Way Forward

The successor readiness map first informs which posts receive development budget and mentoring places. Line leaders and human resources partners use it in quarterly bench reviews. After its first use, revisit how readiness evidence was gathered, since early ratings often rest on too few observations from a single manager.