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COURSE BROCHURE

# Talent Risk in Organisational Restructuring Training Course

22 – 26 November 2027
London

# Talent Risk in Organisational Restructuring Training Course

**Ref:** 3283_125113 **Date:** 22 – 26 November 2027 **Location:** London **Fees:** 5800 GBP

Talent Risk in Organisational Restructuring is a 1-week training course for HR business partners and change leads who must protect critical skills while structures, reporting lines and roles are redrawn, and it ends with a named Talent Risk and Restructuring Plan. Losing the wrong people during a redesign can undo the case for change. Jupiter Prime Training delivers this course on talent risk in organisational restructuring.

## Why Talent Risk in Organisational Restructuring Matters Now

Three pressures meet whenever an organisation reshapes itself. Executives expect savings or speed within months; specialists with scarce skills receive outside offers the moment rumours start; and line managers carry anxious teams while their own roles are uncertain. Mapping critical roles early keeps knowledge, client relationships and safety expertise intact; treating restructuring as a headcount exercise brings exits among strong performers and a lasting drop in effort. The course applies risk register and control logic to people: identify, rate, own and treat.

## Who Gains Most from Talent Risk in Organisational Restructuring

- HR business partners advising leaders on role mapping, selection pools and retention offers
- Change leads who own sequencing, sponsorship and the messages around a redesign
- Talent and succession specialists responsible for continuity cover for pivotal positions
- Employee relations advisers handling consultation, grievances and morale signals
- Internal communications partners shaping announcements and manager briefing packs

Joint teams of HR, change and communications staff from the same restructuring gain most, leaving with one shared view of exposed roles.

## Talent Risk in Organisational Restructuring Capabilities

Participants move from sensing flight risk to rating it with evidence and funding treatments.

- Assess which roles and people are critical to the future structure — selection and retention decisions
- Rate flight risk, capability loss and knowledge exposure on one scale — the executive sponsor
- Design targeted retention measures with clear conditions and end points — reward committees
- Build knowledge transfer and continuity cover for pivotal positions — line leaders and successors
- Communicate restructuring news in a sequence that limits rumour and resistance — affected employees
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Test morale and engagement signals during transition and adjust treatments — the change board

## Key Talent Risk in Organisational Restructuring Terms

- Critical role — a position whose vacancy would quickly stop a core process or safety duty.
- Flight risk — the likelihood that a valued employee leaves voluntarily during or soon after the restructuring.
- Capability loss — the gap in skills or experience left when people exit and no one is ready to cover.
- Retention agreement — a conditional arrangement that rewards a named person for staying through a defined transition period.
- Survivor syndrome — reduced trust, effort and engagement among employees who remain after colleagues leave.
- Talent risk register — a log of people-related exposures, each with a rating, owner, treatment and review point.

## Talent Risk in Organisational Restructuring Day by Day

### Day 1: The Restructuring Context and People Exposure

- Restructuring Drivers and Design Options — Which Structure Choices Create Talent Exposure
- Current and Future Organisation Charts — Roles Created, Merged or Removed
- Critical Role Identification Criteria — Positions That Cannot Stay Vacant
- Stakeholder Map for People Impact — Who Gains, Loses or Waits
- Talent Risk Appetite Statement — How Much Skill Loss Leaders Accept

### Day 2: Rating Flight Risk and Capability Loss

- Flight Risk Indicators and Exit Signals — Early Warning on Valued Employees
- Impact and Likelihood Matrix for People — Ranking Exposures for Sponsors
- Knowledge Concentration Mapping — Single Points of Expertise Failure
- Bench Strength and Successor Readiness Review — Cover Available for Pivotal Roles
- Talent Risk Register Construction — Owners, Ratings and Review Points

### Day 3: Treating Retention and Continuity Exposure

- Targeted Retention Agreements — Conditions, Duration and Fairness Tests
- Non-Financial Retention Levers — Role Scope, Career Signals and Recognition
- Knowledge Transfer Methods — Shadowing, Handover Files and Paired Working
- Redeployment and Internal Mobility Pools — Keeping Skills Inside the Organisation
- Fair Selection Processes — Reducing Grievance and Reputation Exposure

## Day 4: Resistance, Morale and Change Communication

- Resistance Sources and Response Options — Matching Actions to Concerns
- Announcement Sequencing and Message Cascades — Who Hears What and When
- Manager Briefing Packs and Conversation Guides — Consistent Answers in Teams
- Pulse Surveys and Morale Indicators — Spotting Survivor Syndrome Early
- Consultation Records and Employee Voice Channels — Evidence of Fair Treatment

## Day 5: Practising the Talent Risk and Restructuring Plan

- Case Restructuring Simulation From Banking and Manufacturing — Applying Critical Role Criteria
- Rated Register for the Case Organisation — Prioritising Treatments Under Budget Limits
- Retention and Knowledge Transfer Choices for the Case — Funding the Highest Exposures
- Communication Timeline for the Case — Aligning Messages With Selection Milestones
- Talent Risk and Restructuring Plan Completion — Sponsor Sign-Off and Review Points

## Applying Talent Risk in Organisational Restructuring After the Course

- Run a critical role and flight risk rating session with leaders of one unit facing redesign.
- Draft an announcement sequence and manager briefing pack for the next structural change.

## Talent Risk in Organisational Restructuring Questions FAQ

### What is talent risk in organisational restructuring and why does it matter now?

Talent risk in organisational restructuring is the chance of losing critical people, skills or morale while structures change. It matters because scarce specialists leave quickly when uncertainty rises.

### Which roles gain most from talent risk in organisational restructuring training?

HR business partners and change leads gain most from talent risk in organisational restructuring training. Talent, employee relations and communications specialists on the same redesign also benefit.

### How does talent risk in organisational restructuring differ from a general change management course?

Talent risk in organisational restructuring focuses on people exposure: critical roles, flight risk, knowledge loss and retention treatments. A general change management course covers adoption and sponsorship broadly instead.

## What do you bring back from talent risk in organisational restructuring training?

You bring back a rated talent risk register and a plan for a real or case restructuring. It sets out critical roles, retention treatments and a communication timeline.

## Talent Risk in Organisational Restructuring: The Way Forward

The Talent Risk and Restructuring Plan first informs which roles receive retention agreements and continuity cover before any announcement. Executive sponsors, HR business partners and change leads use it to sequence selection and messaging. After its first use, revisit survivor morale: whether those who stayed trust the new structure and still give it full effort.