Management & leadership · ML311

Building Leadership Pipelines: Succession and Competency Gaps

Madrid · 14 - 18 Dec 2026

Date	Venue	Duration
14 - 18 Dec 2026	**Madrid**	**1 Week**
Fee	**Ref**	**Language**
£5,000 GBP	**ML311**	**English**

Introduction

In today's dynamic and competitive business environment, organizations are under constant pressure to sustain growth, navigate change, and ensure continuity in leadership. Leadership succession is no longer a reactive or short-term process—it is a proactive and strategic effort that requires deliberate planning, deep insights into organizational needs, and a robust understanding of competency gaps.

This training program, "Building Leadership Pipelines: Succession and Competency Gaps," is designed to equip HR professionals, talent managers, and organizational leaders with the knowledge and tools to build resilient leadership pipelines. Through a structured methodology, participants will explore how to assess current and future leadership needs, evaluate individual and team competencies, identify and bridge skill gaps, and prepare high-potential employees for future leadership roles.

Participants will also learn how to create sustainable succession frameworks, design development plans aligned with business strategy, and foster a culture of continuous leadership growth. This course balances strategic thinking with hands-on tools and real-world applications, offering a comprehensive pathway to building future-ready leadership.

Course Objectives of Building Leadership Pipelines: Succession and Competency Gaps

Upon completing this program, participants will be able to:

- Understand the strategic importance of succession planning in organizational sustainability.
- Define and implement a leadership pipeline aligned with business strategy.
- Identify key leadership competencies required at different levels of the organization.
- Conduct competency assessments and analyze skill and performance gaps.
- Develop tailored succession and development plans for high-potential talent.
- Apply tools and frameworks for tracking leadership readiness and succession risks.

- Create a culture of leadership development through mentoring, coaching, and performance feedback.

Course Methodology of Building Leadership Pipelines: Succession and Competency Gaps

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organizational Impact of Building Leadership Pipelines: Succession and Competency Gaps

This training program will have a positive impact on organizations by:

- Ensures business continuity through structured succession planning.
- Reduces leadership gaps and transition risks by identifying and preparing internal talent.
- Strengthens the organization’s ability to respond to strategic challenges with strong leadership.
- Improves employee engagement, retention, and career mobility.
- Enhances strategic workforce planning and talent development initiatives.
- Creates a leadership culture that supports long-term organizational growth.

Personal Impact of Building Leadership Pipelines: Succession and Competency Gaps

Participants will experience personal growth and development, including:

- Gain strategic and practical skills in leadership development and succession planning.
- Learn to identify leadership potential and create impactful development plans.
- Improve decision-making through competency analysis and data-driven gap assessments.
- Enhance your credibility as a talent strategist within your organization.
- Build confidence in implementing succession and development frameworks.
- Expand your leadership toolkit with templates, models, and real-case applications.

Who Should Attend

This training program is ideal for:

- HR Managers and Talent Development Professionals
- Organizational Development Specialists
- Senior Managers and Department Heads
- Succession Planning Committees
- Learning & Development Professionals
- Anyone involved in leadership assessment, planning, or development

Course Outlines

Day 1

Foundations of Leadership Pipelines and Succession Planning

- Understanding the leadership pipeline concept
- The strategic role of succession planning
- Types of succession planning models (planned, emergency, hybrid)
- Linking business strategy to leadership planning
- Case studies: Successful succession planning examples

Day 2

Identifying Leadership Competencies and Role Requirements

- Defining core and role-specific leadership competencies
- Tools for competency modeling and frameworks (e.g., Lominger, Korn Ferry)
- Mapping competencies to strategic objectives
- Setting performance and potential criteria
- Introduction to leadership assessments and profiling

Day 3

Competency Assessment and Gap Analysis

- Conducting 360-degree assessments and behavioral evaluations
- Gap analysis techniques (individual vs. organizational level)
- Identifying high-potential employees
- Readiness assessment tools and succession risk matrices
- Integrating assessment results into talent dashboards

Day 4

Developing Talent and Closing Leadership Gaps

- Designing development programs: coaching, mentoring, and training
- Creating Individual Development Plans (IDPs)
- Rotational programs, job shadowing, and stretch assignments
- Aligning development efforts with future role requirements
- Monitoring progress and adjusting development paths

Day 5

Implementing and Sustaining the Succession Strategy

- Building and communicating the succession roadmap
- Aligning succession planning with performance management
- Governance, accountability, and executive buy-in
- Metrics and KPIs for succession success
- Creating a culture of leadership growth and resilience
- Final exercise: Drafting a leadership pipeline plan

Register or ask about this course online
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