

LEADERSHIP & MANAGEMENT | COURSE BROCHURE

Succession-Ready Leadership: Developing Your Replacement

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

Strong leaders build successors as part of their job. This course shows managers how to identify potential successors, design development experiences, delegate stretching responsibilities, coach and sponsor future leaders and prepare a smooth handover, strengthening both the organisation and the leader's own career mobility.

Leaders without successors often cannot be promoted themselves. You will learn how to grow capable people who can step into your role.

Professional Problems This Course Is Designed to Solve

- Difficulty translating subject knowledge into practical workplace decisions.
- Inconsistent approaches to the activities covered in the course outline.
- Lack of a structured plan for applying and reviewing new skills.

Course methodology

Talent assessment exercises, development planning, coaching practice and peer case discussion.

Course objectives

By the end of this course, participants will be able to:
- Explain the leader's role in succession
- Assess potential and readiness in team members
- Design development plans and stretch assignments
- Coach and sponsor potential successors
- Transfer knowledge and relationships
- Plan a smooth leadership handover

Target audience

This course is suitable for:
- Managers and senior leaders
- Department heads
- Family business leaders
- HR and talent professionals
- Leaders preparing for promotion



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Target competencies

Participants will develop competencies in:

- Talent assessment
- Development planning
- Coaching
- Knowledge transfer
- Sponsorship

Course outline

Day 1: Why Succession Matters

09:00–10:08	Risks of no successor
10:08–11:00	Leader's role in talent
11:00–11:30	**Coffee break**
11:30–11:45	Leader's role in talent (continued)
11:45–12:53	Personal succession check
12:53–14:00	Exercise: critical role analysis

Day 2: Identifying Successors

09:00–10:08	Performance versus potential
10:08–11:00	Readiness assessment
11:00–11:30	**Coffee break**
11:30–11:45	Readiness assessment (continued)
11:45–12:53	Avoiding bias
12:53–14:00	Workshop: talent review

Day 3: Developing Successors

09:00–10:08	70-20-10 development
10:08–11:00	Stretch assignments
11:00–11:30	**Coffee break**



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11:30–11:45	Stretch assignments (continued)
11:45–12:53	Exposure and networks
12:53–14:00	Development plan design

Day 4: Coaching and Sponsorship

09:00–10:08	Coaching for readiness
10:08–11:00	Sponsorship and visibility
11:00–11:30	**Coffee break**
11:30–11:45	Sponsorship and visibility (continued)
11:45–12:53	Feedback
12:53–14:00	Practice session

Day 5: Handing Over

09:00–10:08	Knowledge transfer methods
10:08–11:00	Relationship handover
11:00–11:30	**Coffee break**
11:30–11:45	Relationship handover (continued)
11:45–12:53	Transition plans
12:53–14:00	Personal action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Vienna Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,940.–**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.–**
London Confirmed dates	14 Dec 2026	18 Dec 2026	**€2,450.–**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.–**
Cape Town Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,890.–**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.–**
Dubai Confirmed dates	1 Feb 2027	5 Feb 2027	**€3,150.–**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.–**
London Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,450.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.–**
Dubai Confirmed dates	15 Mar 2027	19 Mar 2027	**€3,150.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.–**
Istanbul Confirmed dates	5 Apr 2027	9 Apr 2027	**€2,650.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,250.–**
Amsterdam Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,540.–**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.–**
Cape Town Confirmed dates	10 May 2027	14 May 2027	**€1,890.–**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Rome Confirmed dates	31 May 2027	4 Jun 2027	**€2,450.-**
Online Confirmed dates	31 May 2027	4 Jun 2027	**€1,250.-**
Paris Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,860.-**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.-**
Dubai Confirmed dates	12 Jul 2027	16 Jul 2027	**€3,150.-**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.-**
Barcelona Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,840.-**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.-**
Rome Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,450.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Frankfurt Confirmed dates	27 Sept 2027	1 Oct 2027	**€2,650.-**
Online Confirmed dates	27 Sept 2027	1 Oct 2027	**€1,250.-**
Cape Town Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,890.-**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.-**
Rome Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,450.-**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Barcelona Confirmed dates	22 Nov 2027	26 Nov 2027	**€2,840.-**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.-**
Vienna Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,940.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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