Datastat Research
Building Capacity in Training and Research

DATASTAT TRAINING IN

OFFICIAL COURSE PROSPECTUS

Center for Advanced Research & Professional Development

Nairobi Training Center • Global Virtual Academy • Corporate On-Site

CEOS AND DIRECTORS

Training Course on Succession Planning for the CEO and Senior Leadership Team

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

PROGRAM SPECIFICATIONS & HIGHLIGHTS

DURATION
10 Days Practical Hands-on

DELIVERY MODES
In-Person Class & Live Virtual

CERTIFICATION
Accredited Certificate of Completion

INTAKES / DATES
Multiple Cohort Schedules Included

PREPARED FOR:

Valued Participant

Email: training@datastatresearch.org | Issued: November 23, 2026

Academic & Professional Training Year: 2026

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Training Course on Succession Planning for the CEO and Senior Leadership Team

CEOs and Directors • 10 Days Intensive • Accredited Certification

Course Overview

Training Course on Succession Planning for the CEO and Senior Leadership Team is meticulously designed to equip CEOs and Senior Leadership Teams with the strategic frameworks, best practices, and actionable insights required to implement robust succession planning initiatives.

Key Skills & Software Tools Covered

Succession planning software • leadership assessment tools

Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

TRAINING DATES	LOCATION / VENUE	FORMAT / DURATION	INVESTMENT (FEE)
5 Jan 2026 – 16 Jan 2026	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
5 Jan 2026 – 16 Jan 2026	Kigali	Classroom / 10d	**$6,000 USD / KES 110,000**
5 Jan 2026 – 16 Jan 2026	Dubai	Classroom / 10d	**$10,000 USD / KES 110,000**
5 Jan 2026 – 16 Jan 2026	Cape Town	Classroom / 10d	**$9,000 USD / KES 110,000**
5 Jan 2026 – 16 Jan 2026	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 110,000**
5 Jan 2026 – 16 Jan 2026	Singapore	Classroom / 10d	**$10,000 USD / KES 110,000**
5 Jan 2026 – 16 Jan 2026	Istanbul	Classroom / 10d	**$10,000 USD / KES 110,000**
5 Jan 2026 – 16 Jan 2026	Bangkok	Classroom / 10d	**$10,000 USD / KES 110,000**
5 Jan 2026 – 16 Jan 2026	Accra	Classroom / 10d	**$8,000 USD / KES 110,000**
19 Jan 2026 – 30 Jan 2026	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
19 Jan 2026 – 30 Jan 2026	Kigali	Classroom / 10d	**$6,000 USD / KES 110,000**
19 Jan 2026 – 30 Jan 2026	Dubai	Classroom / 10d	**$10,000 USD / KES 110,000**

* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

Course Curriculum & Modules

Training Course on Succession Planning for the CEO and Senior Leadership Team

Introduction

In today's dynamic global landscape, leadership continuity and organizational resilience are paramount for sustained success. Training Course on Succession Planning for the CEO and Senior Leadership Team is meticulously designed to equip CEOs and Senior Leadership Teams with the strategic frameworks, best practices, and actionable insights required to implement robust succession planning initiatives. We delve into identifying high-potential talent, fostering leadership development, and ensuring a seamless transition of critical roles, thereby safeguarding the organization's future in an era of rapid change and unprecedented talent mobility.

Effective succession planning extends beyond mere replacement; it is a proactive talent strategy that integrates deeply with overall organizational strategy and human capital management. By focusing on cultivating a diverse and ready pipeline of future leaders, this course empowers executive teams to mitigate leadership risk, enhance employee engagement, and maintain a competitive advantage. Participants will gain the expertise to build a culture of continuous learning and growth, ensuring the longevity and adaptability of their enterprise.

Course Duration

10 days

Course Objectives

- Strategize and Implement a holistic, AI-driven succession planning framework.
- Identify critical leadership roles and future skill requirements aligned with digital transformation.
- Develop robust talent identification and assessment methodologies, leveraging predictive analytics.
- Design and execute impactful leadership development programs for high-potential individuals.
- Foster a culture of mentorship and executive coaching for next-generation leaders.
- Master succession risk mitigation strategies to ensure business continuity and organizational agility.
- Integrate Diversity, Equity, and Inclusion (DEI) principles into the entire succession planning process.
- Implement internal mobility programs and skills-based career development pathways.
- Optimize knowledge transfer and institutional memory preservation during leadership transitions.
- Develop a comprehensive emergency succession plan for unforeseen leadership vacancies.
- Measure the ROI of succession planning through key performance indicators and workforce analytics.
- Communicate succession plans effectively to stakeholders to enhance employee morale and trust.
- Leverage change management best practices to ensure smooth and successful leadership transitions.

Organizational Benefits

- Minimizes disruption during leadership transitions, ensuring seamless operations.
- Proactively addresses potential talent gaps and strengthens organizational resilience.
- Creates clear career pathways, increasing employee engagement and loyalty.
- Fosters a continuous learning environment and cultivates a strong internal leadership pipeline.
- Reduces reliance on expensive external recruitment and onboarding processes.
- Reinforces values, promotes internal growth, and builds a sense of stability.
- Enables quicker adaptation to market changes and strategic shifts.
- Promotes inclusive practices, leading to more innovative and representative leadership.
- Facilitates effective transfer of critical expertise and organizational wisdom.
- Demonstrates proactive governance and long-term strategic foresight.

Target Audience

- Chief Executive Officers (CEOs)
- Members of the Senior Leadership Team (C-Suite Executives)
- Board of Directors
- Heads of Human Resources / Chief People Officers
- Talent Management and Organizational Development Leaders
- Strategic Planning Executives
- Future High-Potential Leaders identified for executive roles
- Anyone responsible for long-term organizational stability and leadership continuity.

Course Outline

Module 1: Foundations of Strategic Succession Planning

- Defining Strategic Succession Planning vs. Replacement Planning.
- Linking succession planning to organizational vision, mission, and strategic goals.
- Understanding the costs of leadership vacuum and the ROI of proactive planning.
- Key components of a robust, future-proof succession framework.
- Case Study: GE's renowned succession planning model under Jack Welch – analyzing its evolution and impact on sustained performance.

Module 2: Identifying Critical Roles and Future Leadership Needs

- Methodologies for identifying critical positions beyond the C-suite.
- Conducting a comprehensive organizational needs assessment for future leadership.
- Anticipating future skill sets required for a rapidly evolving business landscape (e.g., digital fluency, AI literacy, adaptability).
- Developing a "Success Profile" for the CEO and key executive roles.
- Case Study: Nokia's challenges in leadership transition during the smartphone revolution – focusing on foresight in skill requirements.

Module 3: Talent Identification and Assessment

- Implementing fair and objective criteria for high-potential (HiPo) identification.
- Utilizing assessment centers, 360-degree feedback, and psychometric tools.
- Developing a talent inventory and skills matrix.
- Addressing unconscious bias in talent identification and assessment.
- Case Study: Procter & Gamble's rigorous HiPo identification process and its contribution to internal leadership pipeline strength.

Module 4: Designing Tailored Leadership Development Programs

- Creating individual development plans (IDPs) for identified successors.
- Integrating experiential learning (stretch assignments, cross-functional roles, sabbaticals).
- Leveraging formal training, executive education, and online learning platforms.
- Building a culture of continuous learning and growth mindset.
- Case Study: IBM's shift towards skills-based development and its impact on internal talent readiness for new technologies.

Module 5: Executive Coaching and Mentorship

- Establishing effective mentorship programs for aspiring leaders.
- The role of executive coaching in accelerating leadership readiness.
- Best practices for matching mentors and mentees.
- Measuring the effectiveness of coaching and mentorship initiatives.
- Case Study: Google's informal yet powerful mentorship culture and its role in fostering innovation and leadership.

Module 6: Knowledge Transfer and Institutional Memory

- Strategies for capturing and transferring tacit knowledge from departing leaders.
- Developing a knowledge management framework for leadership roles.
- Utilizing storytelling and legacy projects for knowledge transfer.
- The role of technology in preserving institutional memory.
- Case Study: NASA's approach to knowledge transfer in critical engineering roles to ensure continuity across generations of engineers.

Module 7: Emergency Succession Planning and Crisis Management

- Developing a robust emergency succession plan for unexpected departures.
- Defining interim leadership roles and responsibilities.
- Communicating effectively during a leadership crisis.
- Scenario planning for various disruption events.
- Case Study: The sudden passing of Steve Jobs at Apple – analyzing the pre-existing succession plan and its effectiveness.

Module 8: Diversity, Equity, and Inclusion (DEI) in Succession

- Strategies for building a diverse and inclusive leadership pipeline.
- Mitigating biases in promotion and selection processes.
- Creating equal opportunities for underrepresented groups.
- Measuring and reporting on DEI metrics in succession.
- Case Study: Microsoft's commitment to increasing diversity in its leadership and the initiatives put in place for succession.

Module 9: Internal Mobility and Career Pathing

- Designing structured internal mobility programs.
- Developing clear career pathways for all levels of employees.
- Encouraging lateral moves and cross-functional experiences.
- The role of HR technology in facilitating internal talent marketplaces.
- Case Study: Unilever's global internal mobility program and its success in retaining top talent across various geographies and functions.

Module 10: Legal and Ethical Considerations in Succession

- Understanding employment laws related to succession planning.
- Ensuring fairness and transparency in the process.
- Addressing potential conflicts of interest.
- Confidentiality and communication protocols.

- Case Study: Examining a hypothetical legal challenge related to a succession decision and analyzing the ethical implications.

Module 11: Measuring the Effectiveness and ROI of Succession Planning

- Defining Key Performance Indicators (KPIs) for succession planning.
- Utilizing workforce analytics and data-driven insights.
- Calculating the Return on Investment (ROI) of succession initiatives.
- Reporting on succession progress to the Board and stakeholders.
- Case Study: A detailed analysis of how a Fortune 500 company quantified the benefits of its succession planning program.

Module 12: Communicating Succession Plans

- Developing a comprehensive communication strategy for internal and external stakeholders.
- Managing expectations and addressing concerns effectively.
- Building employee trust and commitment to the process.
- Techniques for communicating sensitive information.
- Case Study: A company's successful communication of a CEO transition, minimizing anxiety and maintaining morale.

Module 13: Change Management for Leadership Transitions

- Applying change management principles to succession events.
- Strategies for navigating resistance to change.
- Engaging employees and fostering adoption of new leadership.
- Sustaining momentum and embedding succession into organizational culture.
- Case Study: A large merger and acquisition (M&A) scenario and how effective change management facilitated leadership integration.

Module 14: Technology and Future Trends in Succession Planning

- Leveraging AI and Machine Learning for talent insights.
- The role of HRIS and Talent Management Systems.
- Predictive analytics for flight risk and readiness.
- Emerging trends: Skills-based organizations, gig economy leadership, remote leadership succession.
- Case Study: How a tech-forward company used AI-powered tools to identify and develop leaders more rapidly.

Module 15: Building a Sustainable Succession Culture

- Embedding succession planning into the organizational DNA.
- The role of the Board of Directors in overseeing succession.
- Continuous review and adaptation of the succession plan.
- Leadership's ongoing commitment to talent stewardship.
- Case Study: Companies like Berkshire Hathaway and their long-term focus on cultivating a succession mindset throughout the organization.

Training Methodology

This program utilizes a highly interactive and experiential training methodology, blending:

- Experiential Exercises: Guided meditations, mindful movement, and practical skill-building activities.
- Interactive Discussions: Group sharing, peer learning, and facilitated dialogue.
- Case Studies and Real-World Scenarios: Application of concepts to relevant professional challenges.
- Practical Tools and Takeaways: Handouts, worksheets, and resources for continued practice.
- Personalized Action Planning: Participants will develop individual strategies for integrating mindfulness into their lives.
- Facilitator-Led Instruction: Expert guidance, demonstrations, and Q&A sessions.
- Blended Learning Approach: Potentially incorporating pre-course materials, in-person sessions, and post-course online resources for reinforcement.

Register as a group from 3 participants for a Discount

Send us an email: info@datastatresearch.org or call +254724527104

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

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Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/training-course-on-succession-planning-for-the-ceo-and-senior-leadership-team to register online.
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.