

Succession Planning and Strategic Human Resource Management Course Details

Department: Human Resources Management

Presented by Magna Skills Development Institute

[Registration Link](#)

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Course Summary

This advanced two-week training series in **Strategic Human Resources Management** has been designed to enable participants to develop their HR skills at a strategic level, exploring key areas including recruitment, performance management, talent management, and succession planning.

The programme is ideal for senior HR professionals and functional managers looking to elevate Human Resources Management (HRM) to a more strategic role within their organisation

Course Objectives

- Understand and explore new recruitment strategies
- Improve their understanding of Performance Management systems
- Develop a more strategic approach to learning and development
- Design a talent management system linked to organisational strategy
- Plan a knowledge management system to retain knowledge in the organisation
- Better understand and use the principles of succession planning
- Keep up-to-date with technological developments in HR software

Course Outline

The Framework of HR Strategy

- The resource-based view of Strategic HRM
- Best practice Vs. Best fit strategy
- Strategic business partner model
- Types of HR Strategies
- Development of HR strategy
- Setting out the strategy
- Implementation of HR strategy
- Evaluation of HR strategy

Resourcing Strategy

- The strategic HRM approach to resourcing
- Integrating Business and resourcing strategies

- Workforce planning
- Employee value proposition
- Resourcing plan
- Retention strategy
- Flexibility strategy
- Be a recruiting superstar

Learning and Development Strategy

- Strategic Human Resource Development
- Elements of human resource development
- Strategies for creating a learning culture
- Organisational learning strategies
- Learning organisations strategies
- Individual learning strategies

Performance Management

- The evolution of performance management
- Performance management process
- Managing organisational performance
- Evaluating performance management
- International performance management

Reward Strategy

- Why have a reward strategy
- Guiding principles
- Developing reward strategies
- Effective reward strategies
- Reward Strategy and line management capability

Talent Management Strategy

- Talent management defined
- The process of talent management
- Developing a talent management strategy

Knowledge Management Strategies

- The process of knowledge management
- Sources and types of knowledge
- Approaches to the development of knowledge management strategies
- Strategic knowledge management issues
- Components of a knowledge management strategy

Succession Planning

- Effective Succession Planning
- Strategic Approach to Succession Planning
- Career Planning
- Personal Development Planning
- Develop and Implement Succession strategies

Software applications, Analytics and HR Decisions

- Software options and Optimal HCM practice
- Enterprise Resource Planning Software
- Talent Analytics
- SAS Business Intelligence
- Talent scorecard
- Talent Management and Advanced Analytics



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Company Overview

Who We Are: Magna Skills is a premier training and capacity-building organization specializing in professional development for government institutions, NGOs, and the private sector.

Our Mission: To provide world-class training solutions that equip professionals with the expertise needed to excel in their careers and contribute meaningfully to their organizations.

Our Vision: To be the leading provider of professional training and development across Africa, fostering excellence, innovation, and capacity-building in public and private sectors.

Core Values

- **Excellence** – Delivering high-quality training tailored to meet the evolving needs of professionals.
- **Integrity** – Upholding the highest ethical standards in all our engagements.
- **Innovation** – Embracing new technologies and methodologies to enhance learning experiences.
- **Customer-Centric Approach** – Ensuring client satisfaction by providing relevant, practical, and impactful training.
- **Collaboration** – Partnering with industry experts and institutions to provide the best learning opportunities.

Our Training Methodology

We use a blended learning approach that includes instructor-led training, case studies, workshops, and post-training support.

Why Choose Magna Skills?

- Experienced Trainers
- Customized Training Solutions
- Interactive Learning
- Global Recognition
- Proven Track Record

Request for Training Form

Complete the form and share with Magna Skills Support Team on email info@magnaskills.com or Send Whatsapp on: +27630079022

Approval & Authorization	
Applicant Details	Course Details
First Name:	Course Name:
Last Name:	Training Venue:
Mobile:	Month:
Email:	Training Method: Online[____] Face to Face [____]
Company Name:	Duration:
Country:	Number of Staff Members:

By signing this agreement, both parties confirm their commitment to the terms outlined in this proposal.