

PROGRAM SYLLABUS

Talent Management & Succession Planning

Online Certification Program

Last update: October 16, 2024

AIHR | ACADEMY TO
INNOVATE HR



An overview

of what you can expect from this program

Become a strategic talent management pro

Organizations that get talent management right are strategic in their approach, targeted in their execution, and intentional about the experiences they create. In this online certificate program you’ll learn to develop and implement a strategic, tactical, and operational talent management framework that will allow you to foster a talent mindset across the organization, become more proactive in predicting and managing the demand and supply of talent, be intentional about the talent experience you create, and focus on delivering business outcomes.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	36 hours
	Access	12 months
	Structure	5 courses + capstone project / 13 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI & SHRM credits	
	Reading materials & bonus content	
	60-day money back guarantee	

Learn in-demand skills

and take your career to the next level

Learning objectives



Strategic talent management

Build a strategic talent management practice that fosters a talent mindset and delivers business outcomes.



Proactive workforce & succession planning

Anticipate talent demand and supply changes and future-proof critical roles through workforce and succession planning.



Design a unified talent experience

Attract and retain top talent with a unified talent experience, from EVP to career management and talent mobility practices.



Data-driven talent management

Identify and assess the right talent data to deliver impactful and relevant insights.

The perfect fit for

This online training is for Talent Management and Succession Planning Professionals who want to take a more strategic approach.

This certificate program will help you integrate and align talent management and succession planning practices, foster a talent mindset, and define a clear talent philosophy.

Curriculum structure

Practical. Comprehensive. Game changing.

• 2 MODULES

Strategic Talent Management & Demand Planning

• 2 MODULES

Managing the Talent Supply Chain

• 4 MODULES

Succession Planning

• 2 MODULE

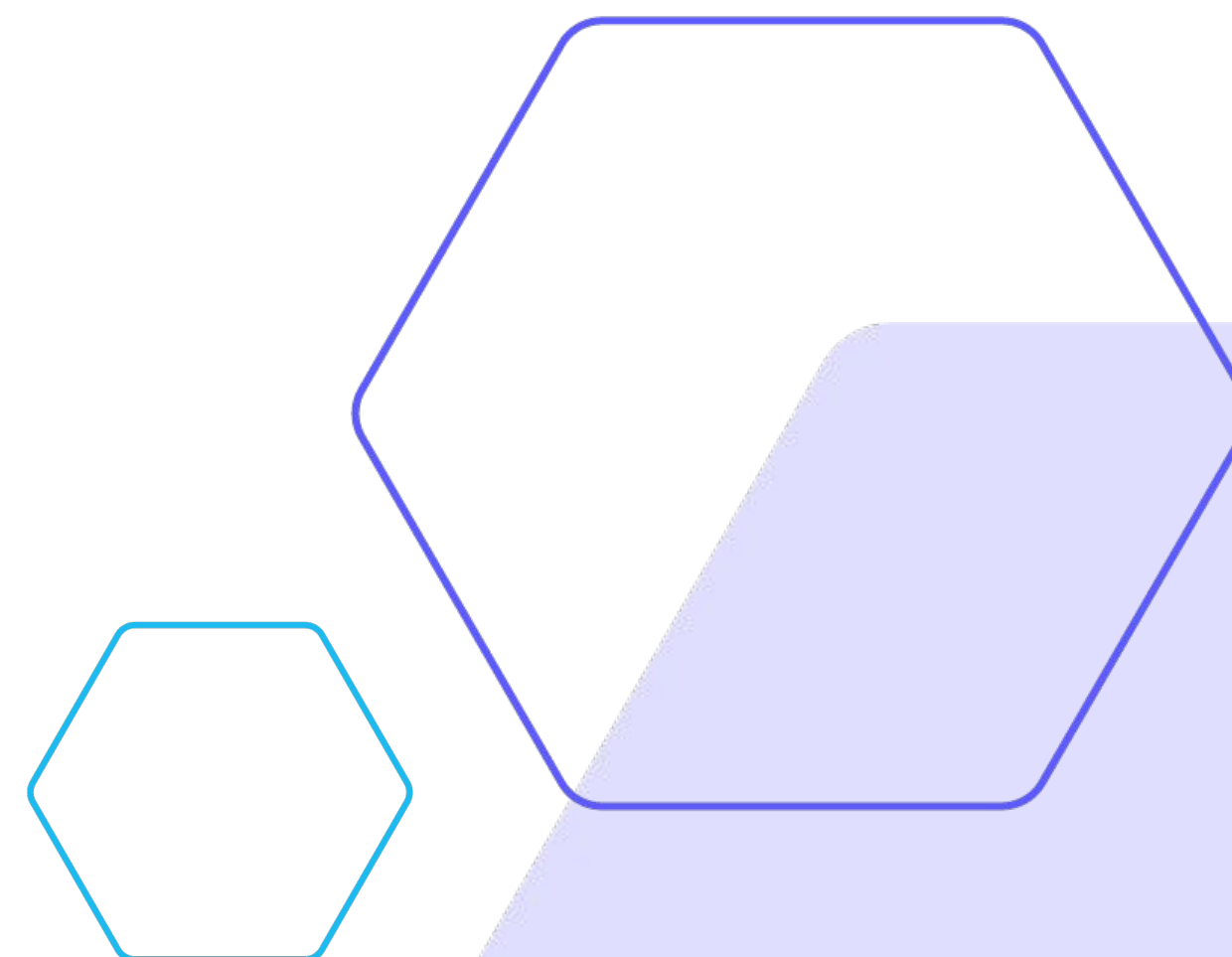
Creating an Environment for Talent to Thrive

• 3 MODULES

Organizational Culture

• 1 MODULE

Capstone Project



A detailed look

at the curriculum and modules

2 MODULES

Strategic Talent Management & Demand Planning

Craft a talent management strategy tailored to business priorities. You'll learn to develop a talent management framework that creates clarity for the organization, unifies all talent practices, and outlines the implementation of your vision. By the end of this course you'll be able to define your talent philosophy, and use talent segmenting and demand forecasting to support your workforce planning. Access to tools and guidance support you in creating a talent management strategy for your organization.

- **Designing a Strategic Talent Management Practice**
- **Talent Demand Planning & Segmentation**



2 MODULES

Managing the Talent Supply Chain

Don't leave your talent supply up to chance. This course is designed to teach you about applying the Buy, Build, Borrow and Bot strategies to manage talent supply. You'll discover a five-step process to match these strategies to the talent demands in your business, build holistic talent profiles and talent data reports, implement the data collection process, and verify and audit the accuracy of sensitive talent data.

4 MODULES

Succession Planning

An effective and proactive approach to succession planning strengthens and future-proofs your talent supply. In this course, you'll learn to perform the various elements of a succession planning process, such as talent mapping and talent reviews, building succession pipelines, and segmenting potential leadership talent into different development pools.

- **Determining Talent Supply Needs**
- **Talent Supply Strategies**

- **Talent Mapping**
- **Succession Planning and Talent Reviews**
- **Building Leadership Talent Pools**
- **Developing Leadership Talent**



2 MODULES

Creating an Environment for Talent to Thrive

Attracting, engaging, and developing the right talent is essential for a successful talent management practice. Find out how you can foster an environment that delivers a positive talent experience throughout the entire employee lifecycle, starting with practical tools for creating an employer brand and an EVP that support your talent supply strategies. Learn how to deal with the single biggest threat to business continuity: unidentified flight risk, and how to leverage career management and talent mobility to keep your critical talent engaged and on board for the long term.

- **Engaging & Retaining Talent**
- **Career & Mobility Management**

3 MODULES

Organizational Culture

A strong organizational culture is essential to ensure your employees and your organization thrive. In this course, you'll learn how to create a culture that supports the long-term goals and values of your business. You will gain the skills to implement a culture design process and lead a culture change initiative. And will be able to better support the business in achieving its strategic objectives, deliver an exceptional employee experience, and boost your company's reputation.

- **Organizational Culture**
- **Designing the Desired Culture**
- **Changing Organizational Culture**

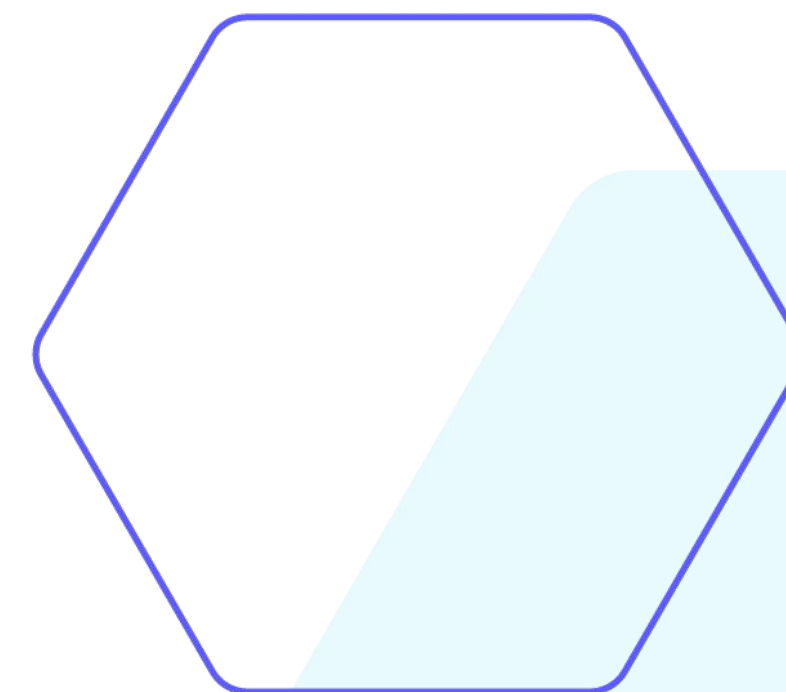


1 MODULES

Capstone Project

With the capstone project, you'll combine theory with practice using your new talent management and succession planning skills in an interactive case study covering five key areas: strategic talent management, talent demand, talent segmentation, talent supply management, and talent management operations. Successfully completing the capstone project not only brings you closer to your certification — it will also give you well-deserved confidence in your new skillset and your ability to use it effectively.

- **Interactive case study**
- **Comprehensive review of key skills**



Proven online learning for Human Resources Professionals



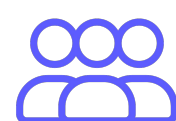
Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



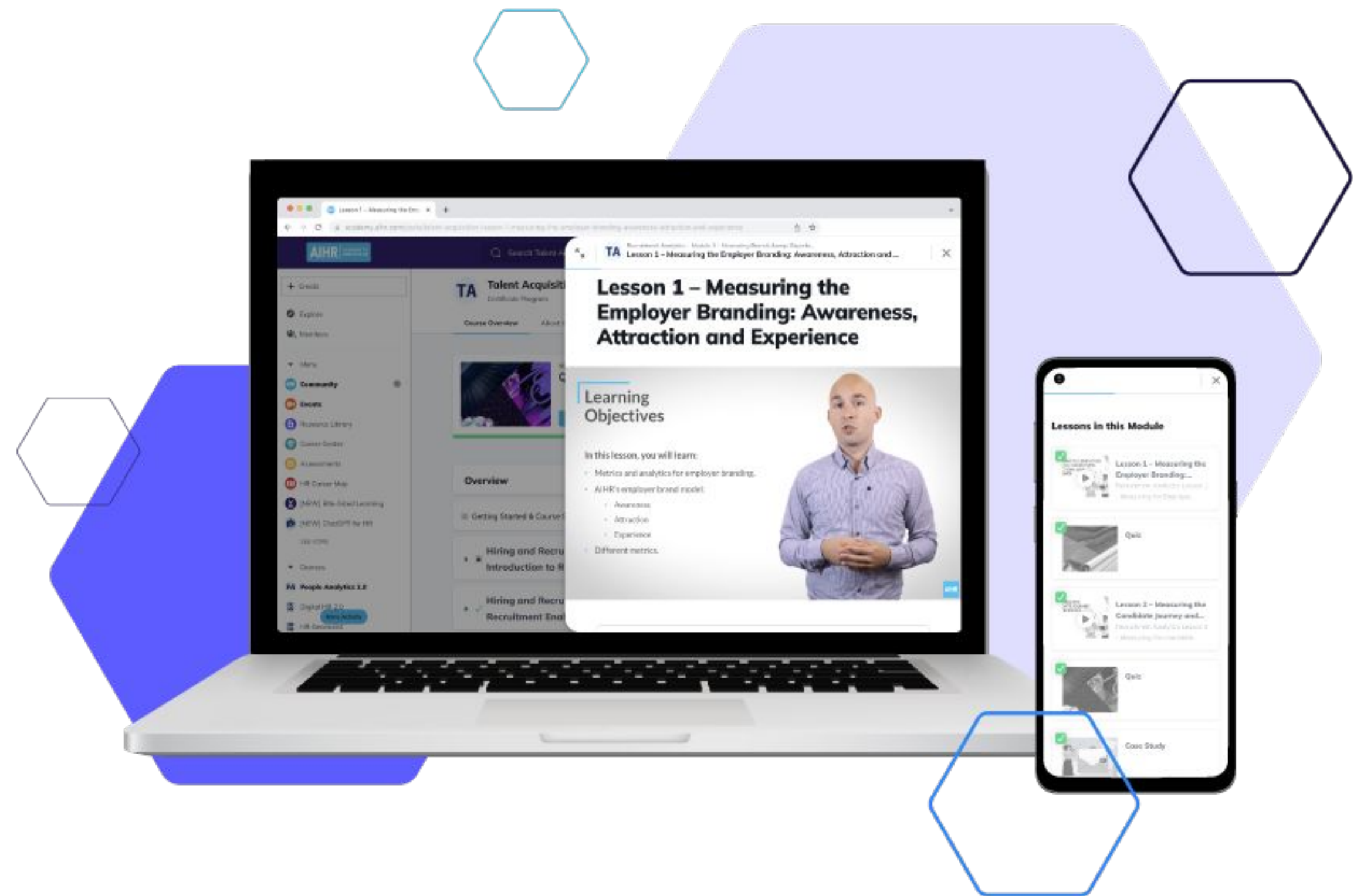
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

Get a sneak peek

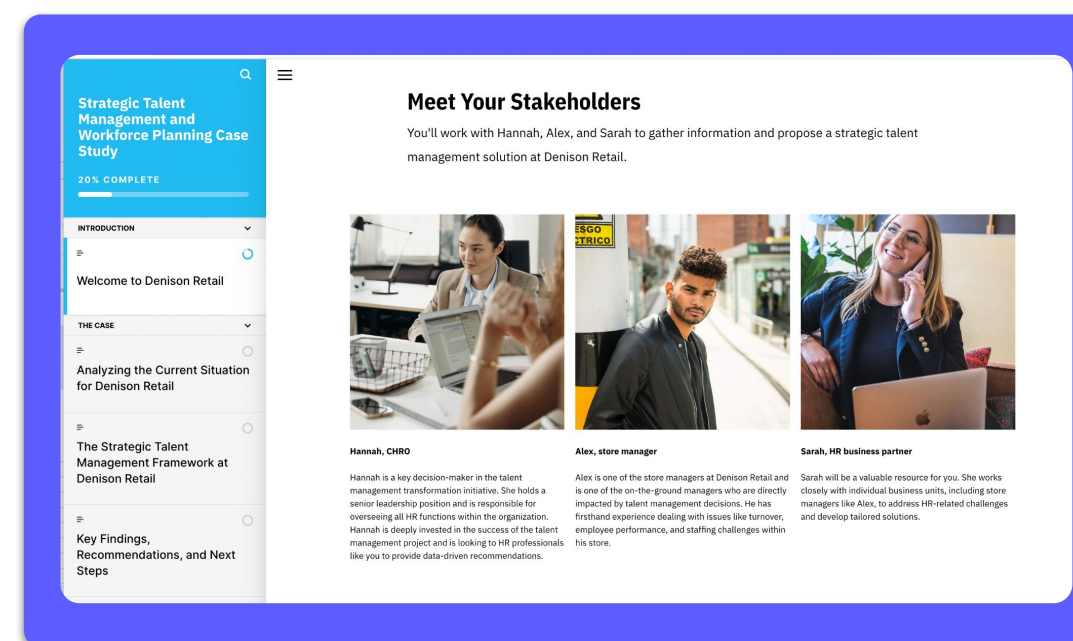
of lessons and course materials



Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

[Watch preview lessons](#)



Interactive case studies

Turn your new knowledge into practical skills with a range of practical activities.

[Do the case study](#)



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[Tour the library](#)

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- ✓ Create your student account
- ✓ Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.



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