

SUCCESSION PLANNING

09 - 10 OCTOBER 2017

Introduction

Succession planning protects the business by identifying business-critical functions and building a talent pipeline that ensures business continues to operate with minimum disruption under a variety of people-related scenarios - e.g. Ageing workforce, employee turnover, talent planning to support business growth & expansion and unexpected workforce changes. It is unfortunate that succession planning is often seen as a purely HR initiative when it should be part of an organization's business strategy in view of the critical nature of its outcomes. This workshop will help participants see succession planning as not just a HR program, but as a strategic business initiative that is critical for business success in the short, mid and long term.

Programme Objectives

1. Participants will learn a business-driven succession planning model versus a traditional HR-driven succession planning model.
2. Participants will learn about the ecosystems needed to support a sustainable succession planning initiative.
3. Participants will have opportunities to practice and apply the concepts to their actual work situation.

Programme Outline

Day 1

- The birth and evolution of succession planning
- The truth of succession planning - Hits, Misses and Pitfalls
- Drivers of succession planning - understanding the rationale behind the initiatives
- Needs-based succession planning - techniques to identify focus areas
- Organization Gaps and Risk Analysis

Day 2

- Planning for the Successor
 - Make or Buy?
- Techniques to build the Succession Plan
 - Identifying the high potentials
 - Creating the talent pool
 - Talent Development
- Skills for successful succession planning
 - Stakeholder Management
 - Business acumen
 - Branding and communication
- Sustaining the succession plan

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Experts' Profile

Kwok Hoe Choy is a seasoned L&D, OD and Talent Management practitioner with a track record of achievement across a broad spectrum of practices - covering training facilitation, sale force effectiveness, organization HR Planning, talent management, leadership development, succession planning, employee engagement, instructional design, and feedback & coaching for senior business leaders. He is highly adaptable and agile, having successfully transitioned from manufacturing roles in automotive, medical and electronics into impactful Asia L&OD leadership roles across electronics, technology, healthcare and pharmaceutical industries. HC is also comfortable engaging multiple organization levels, from facilitating classes in English, Chinese, Cantonese and Bahasa Malaysia from sales & operations employees to feedback and coaching for Vice-Presidents, Regional Directors and General Managers. In his last held corporate role, HC was a member of Abbott Laboratories' Global L&D Leadership team.

About CIBFM

CIBFM is the Centre of Excellence for the finance industry in Negara Brunei Darussalam. Under the purview of Autoriti Monetari Brunei Darussalam (AMBD), CIBFM plays an important role in developing the human capacity in the areas of banking, finance, leadership and management.

Accredited by Brunei Darussalam National Accreditation Council as a Training Institution, all CIBFM's training programmes are recognised as Value Added Qualifications.

In its role to enhance human capacity development, CIBFM organises high profile events in partnership with renowned institutions and the support of AMBD. CIBFM's signature events are Leadership Conference (LeadCon) and the Brunei Darussalam Islamic Investment Summit (BIIS).

KEEP LEARNING!



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PARTICIPATION FEE:

Your investment in this programme is:

Stakeholders	B\$1,280.00 per participant
Non-Stakeholders	B\$1,580.00 per participant (fee includes workshop material)

Your fee includes workshop material, refreshments & lunch and a certificate (for full participation). Payment must be made upon receipt of invoice issued by CIBFM.

CIBFM operates a strict NO CANCELLATION POLICY after receipt of nominations from organisations. CIBFM reserves the right to cancel or postpone the programme should the minimum number of participants of 10 is not met.

(Stakeholders are participants from MOF, AMBD and all domestic banks in Brunei Darussalam)

This programme is 100% redeemable from SBS

Please register:

1	Name:
	Position:
	Email:
	Telephone:
2	Name:
	Position:
	Email:
	Telephone:
3	Name:
	Position:
	Email:
	Telephone:

Approved by:

Name:	
SIGNATURE:
Position:	
Org/Dept:	
Email:	
Tel No:	

PLEASE FAX YOUR COMPLETED FORM TO
2461 224

BY 15 SEPTEMBER 2017

FOR FURTHER ENQUIRY, PLEASE CALL
2461 221/223

EMAIL registration@cibfmbrunei.com
www.cibfmbrunei.com

VENUE OF TRAINING:

**CIBFM, LEVEL 1, ILIA BUILDING,
UBD CAMPUS, TUNGKU-LINK, BRUNEI DARUSSALAM**