



# SUCCESSION PLANNING

17-18 JULY 2024

A yellow circular icon with a black exclamation mark inside, indicating a warning or important notice.

**DEADLINE TO REGISTER**  
21 June 2024

# OVERVIEW

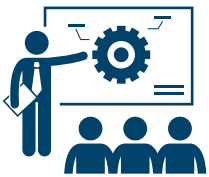
Succession Planning is a comprehensive programme designed to guide HR professionals and organisational leaders through the intricacies of crafting a robust succession plan that supports the strategic goals and growth of their companies. Participants will delve into the importance of succession planning within the sphere of strategic HR management and its impact on nurturing future leaders and ensuring business continuity.



# OBJECTIVES

- This immersive experience provide attendees with the necessary tools and insights to establish a succession plan that is closely aligned with strategic HR objectives and broader organisational goals.
- Participants will gain the expertise to identify and safeguard key roles and skills, adapt succession strategies to their unique corporate environment, and employ psychometric assessment effectively.
- The programme also equips leaders with strategies to overcome common succession challenges and instill a culture of talent development.
- By mastering these elements, attendees will leave with the confidence to cultivate strong future leaders, ensuring a resilient and adaptable business poised for ongoing success.

# METHODOLOGY



- Face-to-face
- Lectures, group discussion, and etc

# PROGRAMME DETAILS

DATE	TIME
17 - 18 July 2024	8:30 am - 12:00 pm 1:30 pm - 5:00 pm

\*\*\*Subject to change

Please refer to [www.bilif.com.bn](http://www.bilif.com.bn) for the latest updates\*\*\*

# WHO IS THIS PROGRAMME FOR?

- Head of HR functions
- HR Managers / Executive
- Senior Executives
- Head of Department
- Senior Manager
- Head of Units
- Managers
- Senior Officers

## PROGRAMME OUTLINE

<b>Module 1</b>	Why Succession Planning?: Discuss the role of succession planning in strategic HR management and demonstrate its connection to organisational goals for sustained business and leader cultivation.
<b>Module 2</b>	Mission Critical Roles: Recognise organisational competencies that are critical to retain in order for an organisation to be successful.
<b>Module 3</b>	Fit for-Purpose: Customise succession planning to suit your organisation's distinct culture, size, and configuration, while accommodating diverse talent and future leadership needs.
<b>Module 4</b>	Data-Based Approach: Use psychometric assessments to assess leadership suitability in succession planning, ensuring the tools are appropriate and effective for the organisation.
<b>Module 5</b>	Monitoring and Evaluation: Apply mixed methods to evaluate your organisation's succession plan, emphasising flexibility, talent growth, and business evolution congruence.
<b>Module 6</b>	Challenges and Practices: Address succession planning hurdles and best practices to overcome them.

# PROGRAMME LEADER

## MR CP THAM

CP is a practising HR leader and consultant. He has more than 15 years of experience in HR Business Partnering, Learning, Talent and Organisation Development mainly in the South-East Asia Region. He worked in various HR roles in the Singapore Civil Services, Multi-National Corporation (IT, Medical, Insurance Brokerage & Professional Services), Banking & Finance Institutions and has since moved to various high-growth technology-driven Start-Ups including home-grown technology unicorns. He also represents the Society of HR Management (SHRM), the biggest professional HR association in the world based in the US, as their Master Facilitator and Representative in South-East Asia.

From time-to-time CP provides his expertise in HR small and medium enterprises as well as regional offices of MNCs as consultant in both operational (e.g organisation and talent development) matters. Besides facilitating learning workshops occasionally in the areas of HR, Leadership and Professional Development, he is also an adjunct faculty member with Nanyang Technological University, Singapore University of Social Sciences and Curtin University (Singapore). As an accredited professional coach, he provides career and developmental coaching to leaders, managers and high-potential talents.

CP holds an MBA from Strathclyde University, an MSc in I/O Psychology from Baruch College, CUNY and graduated from the National University of Singapore with a Civil Engineering Degree. He also has various post-graduate qualifications and professional certifications in Career Counselling, Education, Organisation Development, Change and Project Management.

# SUCCESSION PLANNING

■ 17 - 18 July 2024



To apply for the programme, please email your completed form to askSEED@bilif.com.bn by 21 June 2024

CATEGORIES	STAKEHOLDERS	NON-STAKEHOLDERS
FEES	<input type="checkbox"/> \$ 1,400.00	<input type="checkbox"/> \$ 1,600.00

By completing and signing this form, you hereby agree to the terms and conditions below:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

## APPROVING OFFICER

Name:  Email:   
Position:  Department:

Please email the invoice to:

\_\_\_\_\_  
Signature and Company's Stamp

## Terms and conditions:

### Cancellation Policy:

- All cancellation must be submitted to BILIF in writing either by letter or email.
- Any cancellation received 30 days or more prior to the training date will incur a cancellation fee of 10% of the programme fee.
- Cancellation received 8 - 14 days to the training date will incur a cancellation fee of 50% of the programme fee.
- Cancellation of registrations received 7 days or less from the date of training or if the delegate fails to attend the training, he/she will be considered as 'no show' and is subjected to 100% of the programme fee.
- BILIF welcomes and accepts replacement of participants up until a day before the training commences.

### Other terms:

- Participants must complete all scheduled sessions and activities for them to receive the certificate of attendance/ completion.
- Payment must be made upon receipt of invoice issued by BILIF.
- BILIF reserves the right to amend, change or cancel the programme at any given time. We will immediately notify participants and organisations if any such changes are to be made.

# ABOUT BRUNEI INSTITUTE OF LEADERSHIP AND ISLAMIC FINANCE

Brunei Institute of Leadership & Islamic Finance (BILIF) was established in 2010 as the Centre of Excellence for the finance industry in Brunei Darussalam, providing high-quality learning solutions, including signature and collaborative events for human capacity development in the areas of Islamic finance and leadership.

Under the purview of Brunei Darussalam Central Bank (BDCB), BILIF plays a fundamental role in Pillar 5 of Brunei Darussalam Financial Sector Blueprint 2016-2025 in raising financial industry standards, especially in the areas of Islamic finance.

All of our programmes are accredited by Brunei Darussalam National Accreditation Council as Value Added Qualifications. Since its inception, BILIF has conducted 809 programmes and 83 events for more than 16,900 participants, including a suite of Virtual Instructor-Led Training (VILT) programmes and online events (as of December 2023).

BILIF has forged strategic partnerships with local and international organisations over the past 10 years which have allowed us to bring professional programmes, expertise and opportunities to shape future leaders, experts and innovators, particularly in the areas of Islamic finance and leadership. Amongst these strategic partners include The London Institute of Banking & Finance (LIBF), United Kingdom; the Accounting and Auditing organisation for Islamic Financial Institutions (AAOIFI) and Bahrain Institute of Banking and Finance (BIBF), Bahrain; Islamic Development Bank Institute (IsDBI), Kingdom of Saudi Arabia, Singapore

Management University (SMU), Singapore and INCEIF University, Malaysia. Locally, BILIF has also partnered with two of the top higher education institutions in Brunei Darussalam; Universiti Brunei Darussalam (UBD) and Universiti Sultan Sharif Ali (UNISSA) in our joint efforts to impart invaluable knowledge and skills for students and professionals in not only finance but also other private and government sectors.

Appointed by BDCB, BILIF is the official licensing examination centre for Financial Planning Practitioners' Programme (FPPP) and the Qualifying Examination for Insurance/Takaful Agents (QEFITA). BILIF is also the official examination centre for all examinations under Chartered Institute for Securities & Investment (CISI), UK; Chartered Bankers Institute (CBI), UK; International Compliance Association (ICA) and AAOIFI. BILIF has also recently been accepted as a Pearson Vue Authorised Test Centre which can house more than hundreds of examinations such as Certificate in Climate Risk, Certified Internal Auditor® (CIA®) and Certified Associate in Project Management (CAPM), amongst others.

BILIF has received multiple accolades including the "Best Emerging Islamic Finance Training Institution – Brunei 2021" from the International Finance Awards 2022; "Best Islamic Finance Education & Training Brunei 2021" from the Global Banking & Finance Awards® and "Global Good Governance (3G) Human Resource Development Award 2022" received at the 7th Annual 3G Awards Ceremony. BILIF was also awarded its third "GIFA Excellence Award (Islamic Finance Training & Education) 2022, which has been previously received in 2019 and 2021.

**83**

Events

**809**

Programmes  
and Examinations

**16,900+**

Participants

# INTERNATIONAL AWARD WINNING INSTITUTE







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for any enquiries

[askSEED@bilif.com.bn](mailto:askSEED@bilif.com.bn)

*Alternatively, you can also WhatsApp us at  
+673 8271140 to learn more about our offerings*