

E-02-03, East Wing,  
Subang Square Business Centre,  
Jalan SS 15/4g, Ss 15,  
47500 Subang Jaya, Selangor

phone no: 03-5621 3630

email: [info@comfori.com](mailto:info@comfori.com)  
[www.comfori.com](http://www.comfori.com)

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**BEYOND TNA &  
SUCCESSION  
PLANNING**

# Beyond TNA & Succession Planning

Many organizations have a formal strategy for developing their employees and identifying successors for critical positions. Best-in-class organizations are those that go beyond the traditional approach and focus on an integrated succession management process aimed at enhancing leaders' current and future capabilities throughout the organization. Therefore, best-in-class succession management involves two key activities: tracking pivotal roles that are emerging as "resource pressure points," and proactively sourcing and developing a strong talent pool of future leaders.

## MODULE OUTLINE

- Module 1: Human Capital Value Chain (use Bersin's Model)
- Module 2: Building Talent Pool: What's the challenge?
- Module 3: Succession Planning vs Succession Management
- Module 4: Career Guidance & Progression
- Module 5: Talent Review and Development
- Module 6: Talent Retention Strategies

## WHO SHOULD ATTEND

Head of Department (HOD) and General Managers (GM)