TODAY'S MODERATOR

Sarah Lally

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October 7–9, 2025
San Antonio, TX

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THANK YOU!

TODAY'S FEATURED PRESENTERS

Lori Glover
Account Executive,
HSI Blue Ocean Brain

Joshua Grant
Training Specialist and SME,
HSI

Supporting Succession Planning through Learning & Development

A Curated Approach to Role Progression at Your Organization

Poll Question 1

Which category best describes your role and Team?

- HR Generalist

- L&D – Learning and Development

- TA – Talent Acquisition

- Benefits, Compensation, & Total Rewards

- Culture / DEI

- Other HR Role

- Non-HR Role

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1 How does your organization currently identify and **develop high-potential employees** for leadership roles?

2 What are the **biggest challenges** you face when trying to retain talent and prepare them for future leadership positions?

3 In terms of leadership development, where do you feel **the biggest skills gaps** exist within your current pipeline?

Consider the Benefits
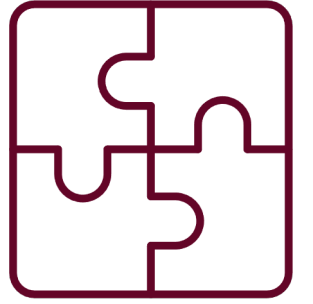
Provides transparency on career growth.
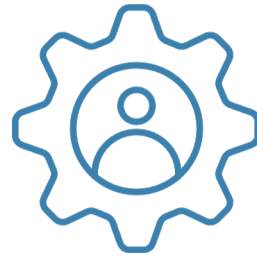
Prepares employees for future roles.

Facilitates continuous skills development.

Implementing Learning Strategies

Regular assessments and feedback

Cross-functional training and exposure

On-demand learning library

Mentorship and leadership pipelines
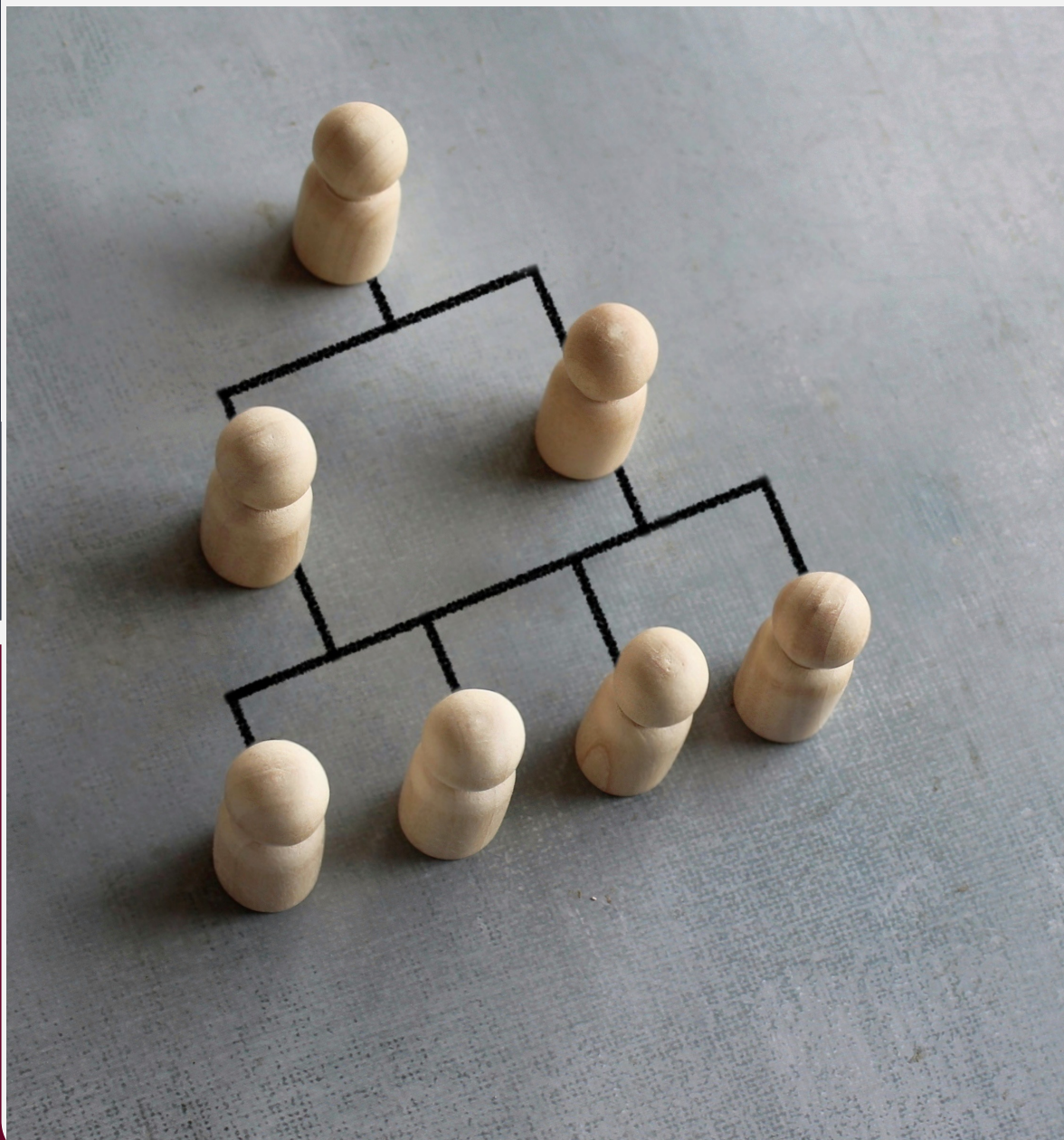
Executive Leadership

Middle Management

Entry-Level Professionals

Poll Question 2

How much leadership and/or personal growth training do your managers get?

- We have a solid growth and progression training curriculum

- We require specific training for all managers, plus ongoing leader development

- We require online or classroom training for NEW managers, but not ongoing

- We have basic manager or leadership training, but it's probably not enough

- We do not currently, but would like to provide this type of training

- I don't really know, and I'm not quite sure the best way to start

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Entry-Level Professionals: Leading Self

- Communication
- Problem-solving
- Emotional intelligence

Executive Leadership

Middle Management

Entry-Level
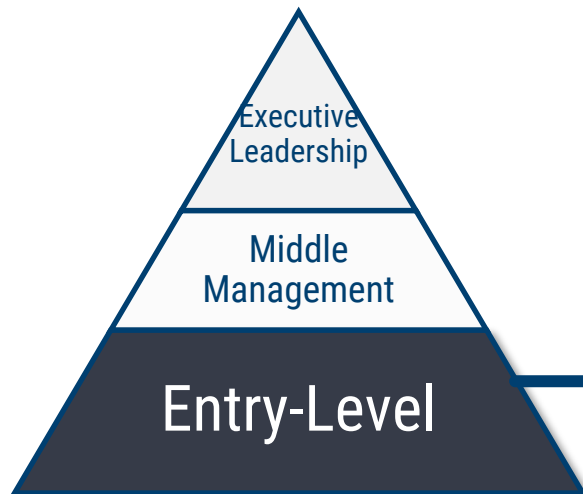
Mix learning solutions like microlearning, mentorship, on-the-job training.

The Golden Circle
The Importance of Your Why

Proactive Leadership
Taking the Initiative

Crikey! A Wild Lesson in Authenticity
A Spotlight on Steve Irwin

Email Communication
Less Lightning Speed, Better Clarity

Handling Interruptions

Campus to Corporate
Integrating Employees New to the Workforce

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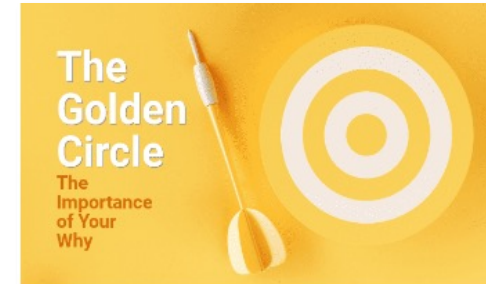
Training Impact

Statistics on retention related to onboarding training:

- Organizations with a structured onboarding process improve new hire retention by up to **82%** *(source: Glassdoor)*
- Companies with a strong onboarding process see **new employee productivity increase by 70%** within the first 90 days *(source: Aberdeen Group)*

Statistics on retention related to progression planning:

- Employees with clear career paths are **10 times more likely to be engaged** and less likely to leave their jobs *(source: LinkedIn)*
- Companies with well-implemented succession plans have **34% higher retention rates** for employees *(source: Harvard Business Review)*

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Skills Gaps and Labor Shortages

The labor shortage in the U.S. is at a critical point, and a widening skills gap is making the problem worse.

Four big challenges for organizations:

1. Recruiting and onboarding qualified talent
2. Skills training, including mentorship from soon-to-retire employees
3. Retaining talent in the face of competition
4. Preparing employees for changing environments such as emerging technologies and geo-political initiatives

By 2030, in the manufacturing industry alone, an estimated 2.1 million jobs are expected to be unfulfilled.

Baby boomers retire, and the skills gap is getting wider and deeper.

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What is Progression Planning

A strategic approach to **developing employees for future roles and responsibilities** within an organization. It ensures a **pipeline of skilled individuals ready to step into higher positions** as needed.

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Benefits of Progression Planning

Employee retention:
- Demonstrates commitment to career growth, reducing turnover

Enhanced engagement:
- Motivates employees by providing clear advancement paths

Skill development:
- Aligns training with future role requirements, fostering growth

Succession readiness:
- Prepares employees for leadership and critical positions

Organizational resilience:
- Builds a talent pipeline to address future challenges

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Support succession planning with clear, structured learning paths

Tailor learning strategies to different stages of career progression

Provide transparency and align learning with career development

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Middle Management: Leading Teams

- Strategic thinking
- Decision making
- People management

Executive Leadership

Middle Management

Entry-Level
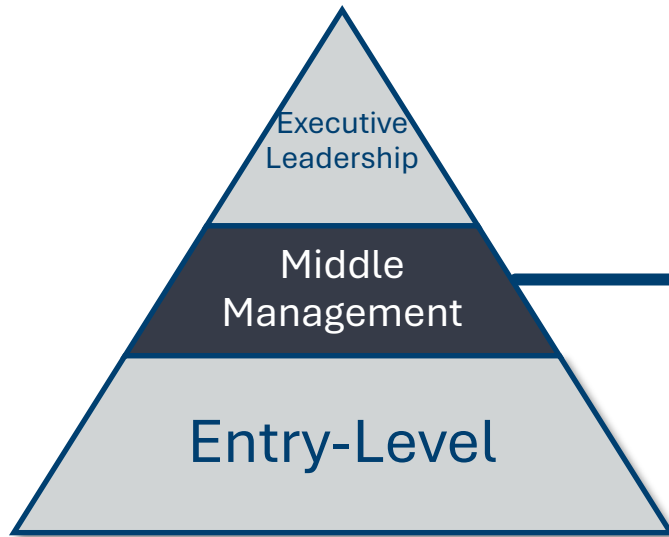
Consider leadership development programs, peer coaching and simulations.

The Ripple Effect of Middle Managers

Tackling Team Burnout

Managing the Challenges of Constant Change

Giving Effective Feedback

Belief and Biscuits
How to Run a Team Like Ted Lasso

Nurturing Your Hybrid Team
Leading with Fairness and Understanding

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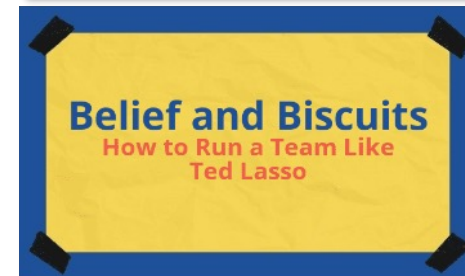
Executive Leadership: Leading Leaders

- Executing a vision
- Managing stakeholders
- Change leadership

Executive Leadership

Middle Management

Entry-Level
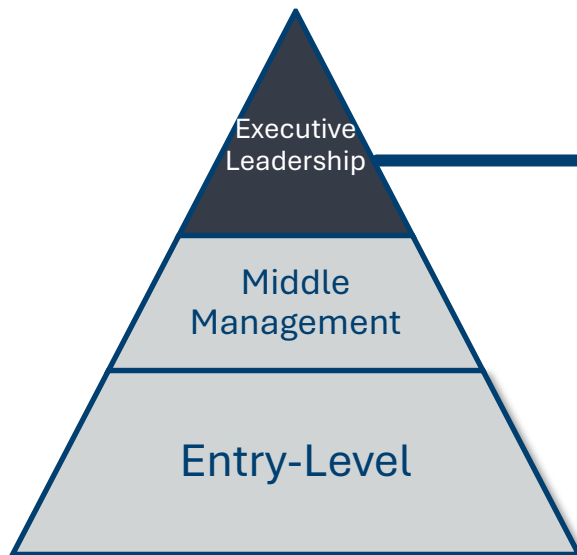
Blend strategic workshops, executive coaching and effective microlearning.

Strategic Leadership

Driving Towards Alignment

A Rock, a Hard Place, and the Space Between
Responding in Times of Crisis

Leading Change
Sustaining Momentum

Calibrating Your Organization's Objectives

Using Your Strategic Intuition

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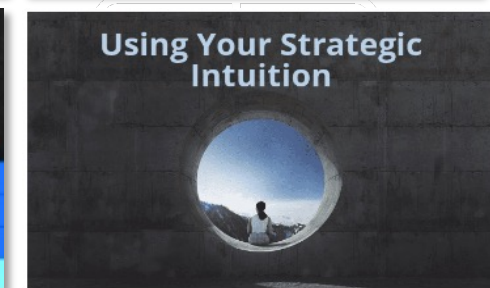
Emerging Leaders Learning Journey

Designed for those aspiring to advance personally and professionally into leadership positions, this program takes into account the unique values and skills required to lead within your organization. It begins with foundational topics such as personal development, emotional intelligence, and effective communication, before progressing to content focused on team leadership. Practical insights and real-world scenarios are provided to ensure applicability in the workplace.

1 Developing Self-Awareness

2 Polishing Your Career Skills
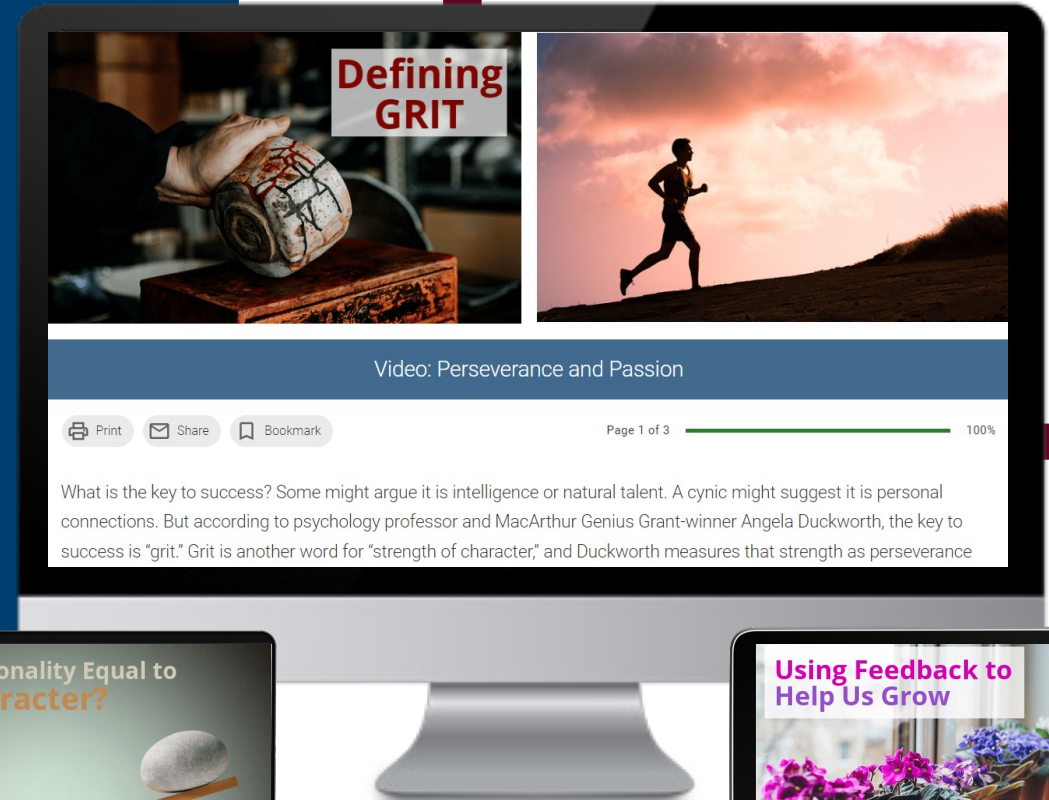
3 Becoming an Effective Communicator

4 Leadership Essentials

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1

Developing Self-Awareness

Understanding yourself is crucial before you can lead others effectively. These lessons will help lay the foundation for personal and professional growth.

Defining GRIT

Video: Perseverance and Passion

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What is the key to success? Some might argue it is intelligence or natural talent. A cynic might suggest it is personal connections. But according to psychology professor and MacArthur Genius Grant-winner Angela Duckworth, the key to success is "grit." Grit is another word for "strength of character," and Duckworth measures that strength as perseverance

Is Your Personality Equal to Your Character?

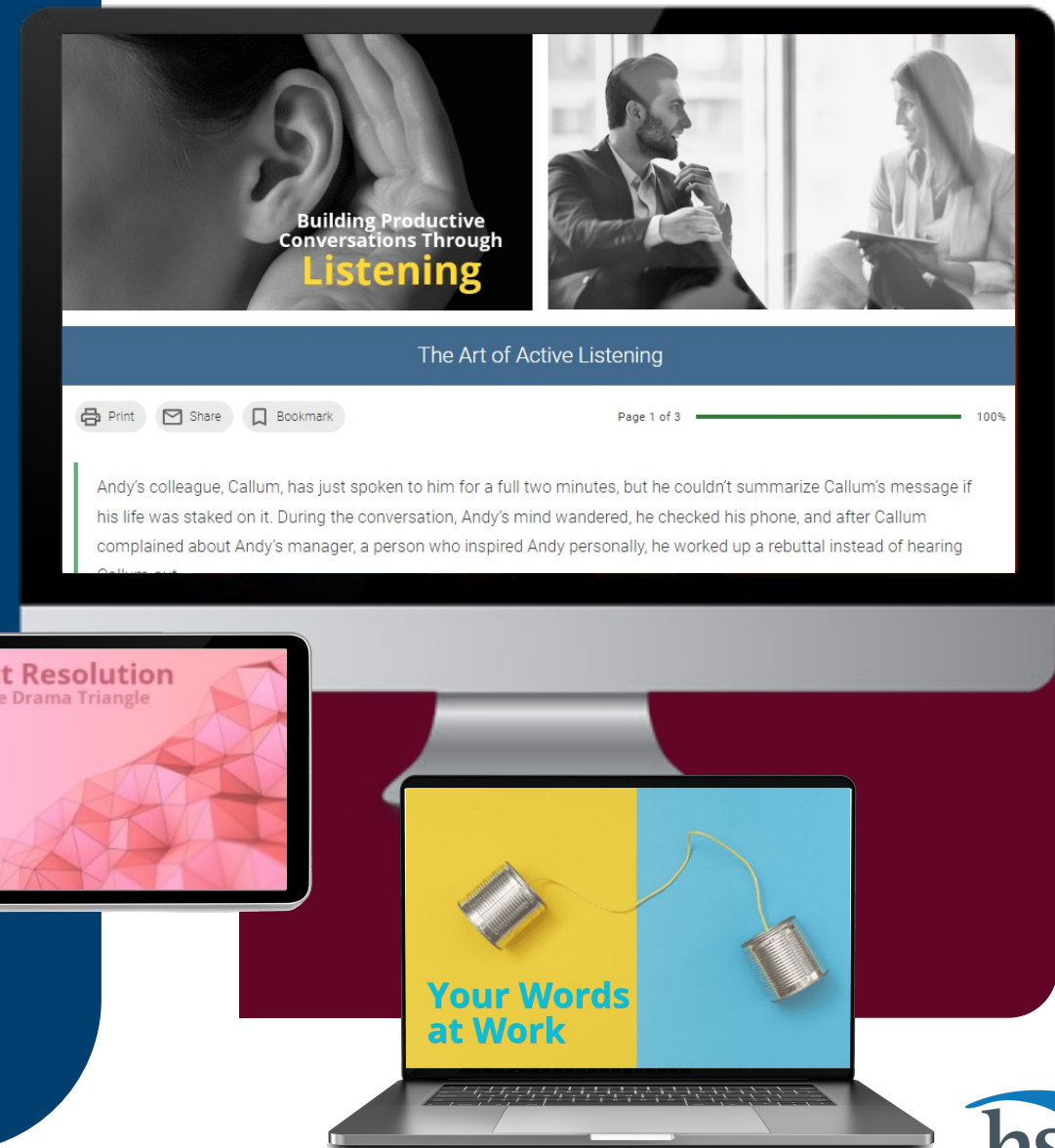**Using Feedback to Help Us Grow**

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2

Polishing Your Career Skills

Acquiring skills on the job that have long-lasting applicability in your career is what distinguishes you from your peers. Seek ways to enhance your professionalism, build your influence, and develop a strong executive presence, among other traits, to emphasize the distinct qualities you offer.

Managing Up
Creating Value for Your Boss

Building Your Executive Presence
The "It" Factor

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3

Becoming an Effective Communicator

Examine how we communicate and exchange information across various platforms. Learn actionable strategies to create messages with deliberate purpose while considering the needs and preferences of your audience.

Building Productive Conversations Through **Listening**

The Art of Active Listening

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Andy's colleague, Callum, has just spoken to him for a full two minutes, but he couldn't summarize Callum's message if his life was staked on it. During the conversation, Andy's mind wandered, he checked his phone, and after Callum complained about Andy's manager, a person who inspired Andy personally, he worked up a rebuttal instead of hearing Callum out.

Conflict Resolution
Flipping the Drama Triangle

Your Words at Work

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4

Leadership Essentials

No matter your role within an organization, leadership skills are universally applicable. Key abilities such as active listening, skillful delegation, and adept conflict resolution are valuable in your leadership growth.

Building Productive Conversations Through **Listening**

The Art of Active Listening

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Andy's colleague, Callum, has just spoken to him for a full two minutes, but he couldn't summarize Callum's message if wandered, he checked his phone, and after Callum personally, he worked up a rebuttal instead of hearing

Knowing When to Delegate

Differing Opinions? Don't Sweat It

Leadership Essentials **Leaving Your Comfort Zone**

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What Does This Look Like In Practice?
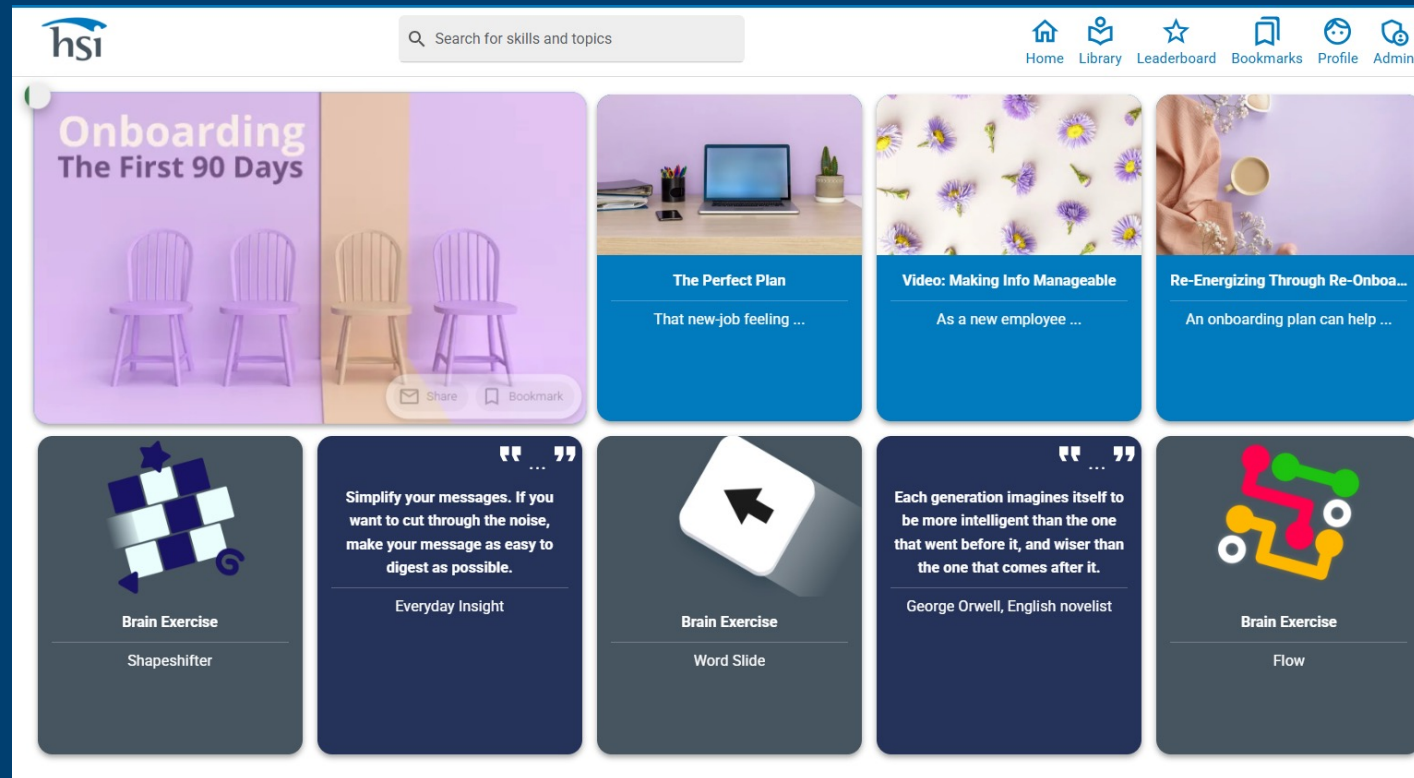
Thanks for joining us!

Lori Beth Glover

lglover@hsi.com

Josh Grant

jgrant@hsi.com

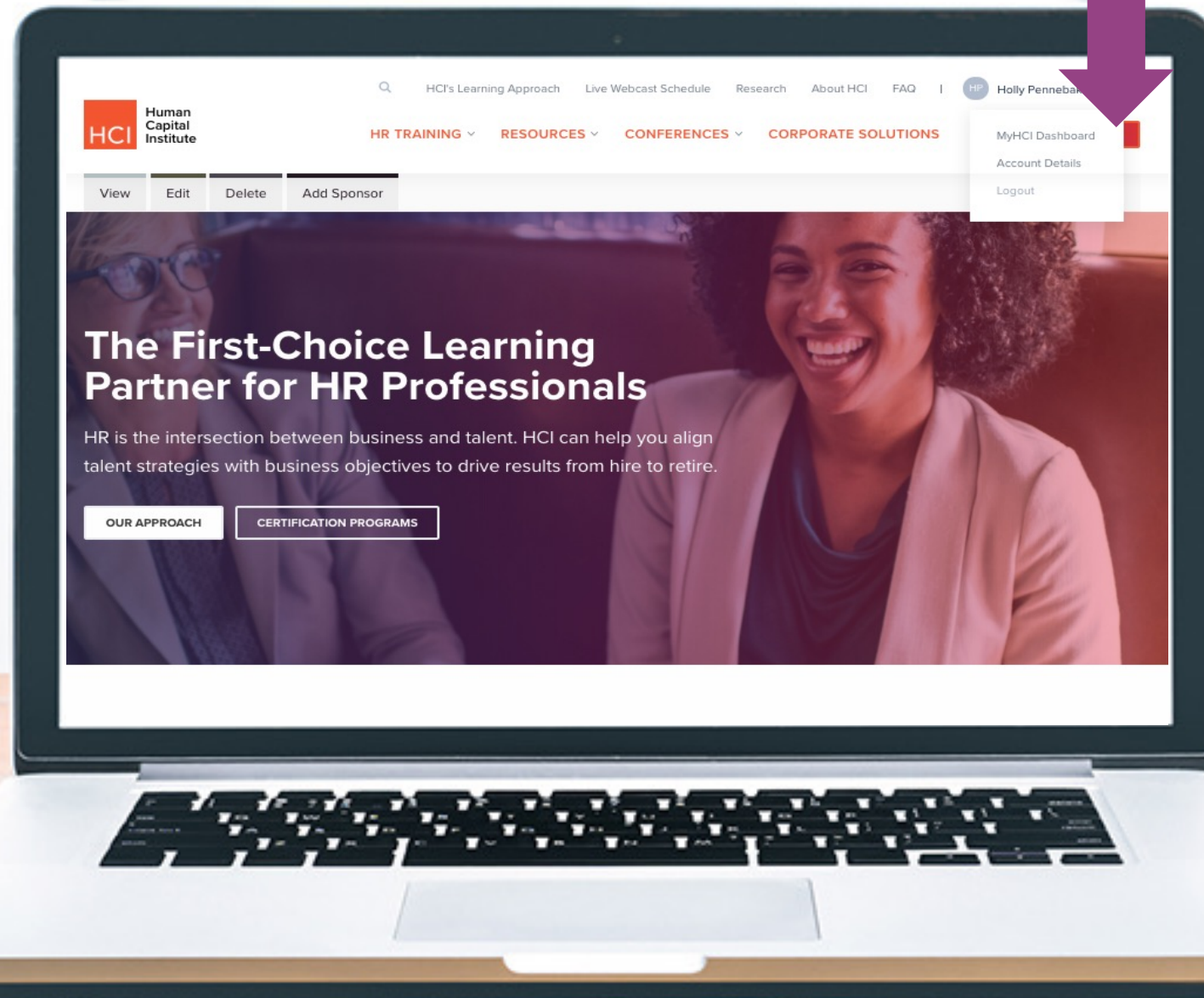Scan for 6 FREE lessons

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Transcript