

# CULTIVATING CONTINUITY

## SUCCESSION AS THE ULTIMATE LEADERSHIP RESPONSIBILITY

11 & 12 November 2025 | 9 am – 5 pm

MALAYSIA HR FORUM ACADEMY  
LEVEL 12, LOT 12A, MENARA PKNS PETALING JAYA,  
JALAN YONG SHOOK LIN, 46050 PETALING JAYA

RM 3,500



100% HRDC Claimable



## **MODULE OVERVIEW**

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This programme reframes succession as the ultimate responsibility of every leader, shifting it beyond an HR function to a core leadership duty. Leaders are not only measured by the results they achieve today, but also by the continuity and culture they safeguard for tomorrow. Through reflective dialogue, case studies, and practical mentoring tools, participants will learn how to identify and nurture potential successors, embed organizational values, and create a sustainable culture of leadership continuity. The course emphasizes the role of mentorship as a powerful bridge to succession, enabling leaders to leave behind a meaningful legacy.

## **LEARNING OBJECTIVES**

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Participants are expected to:

- Understand succession as a leadership responsibility rather than an HR process.
- Explore the role of mentorship in building a sustainable leadership pipeline.
- Recognize and develop leadership potential within their teams.
- Apply practical tools such as goal-setting, feedback, and developmental conversations to guide successors.
- Anticipate and navigate common hurdles in succession planning.
- Embed leadership continuity into organizational culture through values, practices, and rituals.

## **LEARNING OUTCOMES**

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At the end of the programme, participants will:

- Reframe their leadership perspective to include stewardship and legacy building.
- Demonstrate the ability to mentor successors effectively with structured approaches.
- Identify future leaders by assessing both readiness and potential.
- Build trust-based, accountable relationships with mentees for shared growth.
- Develop an actionable succession mentoring plan tailored to their teams.
- Commit to personal leadership practices that ensure long-term organizational continuity.



## **TARGETED PARTICIPANTS**

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This programme is designed for:

- Senior leaders and managers responsible for building future leadership capacity.
- Middle managers preparing for higher leadership roles and succession responsibilities.
- HR leaders and business partners driving leadership development initiatives.
- Team leaders who want to embed mentorship and succession into everyday practice.
- Board members or directors seeking to ensure leadership stability and organisational resilience.

## **CONTENTS DAY 1 SHAPING THE MINDSET OF CONTINUITY**

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### **Opening Conversation – Leadership as Stewardship**

- Framing leadership not as a position, but as a responsibility to sustain success beyond oneself.
- Reflecting on why succession is the ultimate leadership duty.

### **Mentorship as a Bridge to Succession**

- Exploring how mentoring shapes the leadership pipeline.
- Distinguishing between “developing talent” and “cultivating successors.”
- Stories and examples where mentoring has ensured continuity.

### **Seeing Potential, Not Just Performance**

- Spotting leadership promise vs. managing current results.
- Understanding readiness levels and growth capacity.
- Discussion: Who mentored you, and how did it shape your journey?

### **Trust, Values, and Accountability**

- Building a relationship that encourages growth and ownership.
- Embedding organizational values in mentoring conversations.
- Activity: Guided dialogue on values transfer through mentoring.

### **Closing Reflection – What Legacy Are You Building?**

- Personal reflection on the leader’s role as a continuity cultivator.



## **CONTENTS DAY 2**

### **PUTTING CONTINUITY INTO PRACTICE**

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#### **Starting the Day – From Intention to Action**

- Recap Day 1 learnings through participant reflections.
- Energizer: “If I left tomorrow, who would carry my torch?”

#### **Guiding Successors Through the Journey**

- Moving mentees from dependence → independence → leadership.
- Using tools: goal-setting, constructive feedback, developmental challenges.
- Practice: Role-play leadership mentoring conversations.

#### **Navigating Succession Hurdles**

- Common obstacles: lack of readiness, over-reliance on one leader, mismatched expectations.
- Strategies: resilience, reframing, and structured follow-through.
- Case discussions: Lessons from successful and failed succession stories.

#### **Creating a Culture of Leadership Continuity**

- Moving beyond one-to-one mentoring into a sustainable culture.
- Practices that embed continuity: leadership circles, peer mentoring, succession rituals.
- Discussion: How do we normalize succession in everyday leadership?

#### **Action Planning – Becoming a Steward of Continuity**

- Participants create a practical succession mentoring plan for their teams.
- Commitments: “What one step will I take to ensure continuity in my organization?”

#### **Closing – Leaders as Legacy Builders**

- Reflection circle: sharing commitments and personal legacies.
- *Call to action: Leadership is temporary, but continuity is eternal.*