€TRAINING

Advanced Selection with Interviewing and Recruitment Skills

26 - 30 May 2025
Kuala Lumpur (Malaysia)

Advanced Selection with Interviewing and Recruitment Skills

Introduction:

This training program delves into advanced strategies for effective selection, interviewing, and recruitment processes. It empowers participants to master the techniques necessary to identify, attract, and select the best talent aligned with organizational goals.

Program Objectives:

By the end of this program, participants will be able to:

- Master advanced interviewing techniques and methodologies.

- Develop effective recruitment strategies that align with organizational needs.

- Identify key competencies and traits necessary for success in specific roles.

- Implement best practices in candidate assessment and selection.

- Optimize the recruitment process for efficiency and effectiveness.

Targeted Audience:

- HR Managers.

- Recruitment Specialists.

- Talent Acquisition Professionals.

- Hiring Managers.

- Business Leaders.

Program Outline:

Unit 1:

Advanced Interviewing Techniques:

- Structured vs. unstructured interviews.

- Behavioral and competency-based interviewing.

- Using psychometric assessments in interviews.

- Techniques for probing deeper into candidate responses.

- Avoiding common interviewing biases.

Unit 2:

Recruitment Strategy Development:

- Analyzing organizational needs for recruitment.

- Crafting compelling job descriptions and postings.

- Leveraging social media and digital platforms for talent acquisition.

- Building an employer brand that attracts top talent.

- Strategies for engaging passive candidates.

Unit 3:

Competency and Trait Identification:

- Defining core competencies for specific roles.

- Techniques for assessing candidate competencies during interviews.

- Understanding the role of emotional intelligence in candidate success.

- Using competency frameworks to guide selection decisions.

- Case studies on successful competency-based recruitment.

Unit 4:

Candidate Assessment and Selection:

- Designing assessment centers for candidate evaluation.

- Using situational judgment tests and work samples.

- Best practices in reference checks and background verification.

- Techniques for reducing time-to-hire without compromising quality.

- Legal considerations in candidate assessment and selection.

Unit 5:

Optimizing the Recruitment Process:

- Implementing technology to streamline recruitment.

- Tracking recruitment metrics for continuous improvement.

- Building a talent pipeline for future needs.

- Ensuring a positive candidate experience throughout the process.

- Strategies for onboarding to enhance new hire integration.