

THE AGILITY-FOCUSED INTERVIEWING APPROACH™

HOW TO INTERVIEW AND SELECT THE RIGHT TALENT EVERY TIME

Synopsis

Hiring the wrong employee could cost the organisation dearly in terms of time, productivity loss, and opportunity costs, just to name a few.

What most employers fail to realise is the enormous opportunity cost bad hires can potentially cause. The amount of time, resources, and money expended mitigating the fallout and negative impact of a bad hire could have been invested in other areas of the business to generate much needed returns and profits.

This workshop is precisely designed for recruiters who are determined to weed out bad hires through effective hiring.

Based on the CAAP® High Performance Model, the workshop addresses common mistakes and difficulties faced by interviewers and help them understand the interview process, prepare for the interview, and craft the ultimate interview questions using the Agility-Focused Interviewing Approach™.

Benefits of Programme

- Develop Clarity for highly focused interviews
- Master the art of crafting interview questions
- Master the art of effective follow-up questions in real-time
- Read your candidates so that you maximise selection accuracy
- Prepare highly focused interview sessions to minimize your time to hire

Who Should Attend

All Managers and Leaders involved in interviewing, hiring and candidate selections; HR Professionals; Talent Acquisition Managers; In-house Recruiters.

PROGRAMME OUTLINE

Day One

1. Importance of Hiring the Right People
2. Purpose of Conducting Job Interviews
3. Introduction to the Three Stages of an Interview
4. The Agility-focused Interviewing Approach™
 - The 6 Categories of Interview Questions
 - How to craft highly effective interview questions based on job competencies
 - Types of questions to be avoided
 - How to formulate powerful and effective follow-up questions in real-time
5. How to tell if a candidate is truthful
 - Why Hypothetical Questions are useless
 - Panel Interviewing
6. How to tell if a candidate is truthful
 - How to encourage candidates to be truthful
 - Detecting Lies and Deception in Candidates

Day Two

Participants will be required to apply all they have learnt during Day One into practice through role-plays.

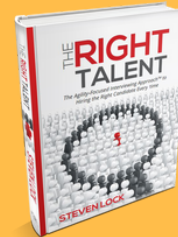
The role-plays will include:

- playing the role of candidate
- playing the role as interviewer
- Panel Interviews

An evaluation and debrief will be conducted towards the end of Day Two before the conclusion of the training program.

You Will Receive...

Participants will receive a complimentary copy of **The Right Talent** book by Steven Lock



What Our Clients Say...

"A well organised interview course that brings fresh perspective for the participants. Good sharing and very diligent and focused role plays."

~ Juliana Gim, Managing Director, International SOS

"A well conducted training. Excellent knowledge on subject. Great training methods."

~ Indranil, Chief Operating Officer, MEO

"Very pleased with the presentation by Steven. Interactive and to the point. Would recommend engaging same instructor for other relevant courses."

~ Candice Ng, Commercial Manager, EOS

"The pointers you gave are helpful and improved the quality of hires that I have."

~ Frecy Bastian, HR Manager, Cambridge Industrial Trust Management Limited

For more information, please contact:

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