

Webinar on

Strategic Interviewing and Selection: Getting the Right Talent on Your Team in This Tight Labor Market

Learning Objectives

- Defining an Employment Interview*
- Pre-Interview Preparation*
- Creating the Proper Atmosphere*
- Structuring Effective Questions*
- The Behavioral Interview*
- The Total Interview Format*
- Strategic Recruiting*



This webinar would provide tools that can be implemented and used after this event. These include practical tools.

PRESENTED BY:

Pete Tosh is Founder of The Focus Group, a management consulting and training firm that assists organizations in sustaining profitable growth.

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

Webinar Description

The effectiveness of the Recruiting, Interviewing and Selection process can be no greater than the quality of the interviews themselves. Interviewers need to know how to follow a proven methodology for obtaining relevant information from applicants and properly assessing it. Interviewers need to know what to look for and how to gain that information. The objective of an interview is to identify candidates who can and will effectively perform the job - while fitting into the organization.



Some experts say that "the typical interview - conducted by an untrained interviewer-is often no better than chance at predicting how an applicant will perform on the job. Too frequently interviewers follow one of the following interviewing approaches;

Eyeball Interview: 'I knew the minute I saw her she couldn't handle the job'

Friendly Chat: 'A pleasant experience talking about sports, the weather, mutual acquaintances, etc.'

Random Interview: 'Asking a random series of questions with no job specifications in mind'

Since a human tendency is to like applicants who are like us, a very important step for interviewers is having a thorough understanding of the position's specifications. As obvious as this seems, some interviewers fail to take the time to identify the specific job criteria needed to be successful in the vacancy. But if we don't know where we are going, any road will get us there.

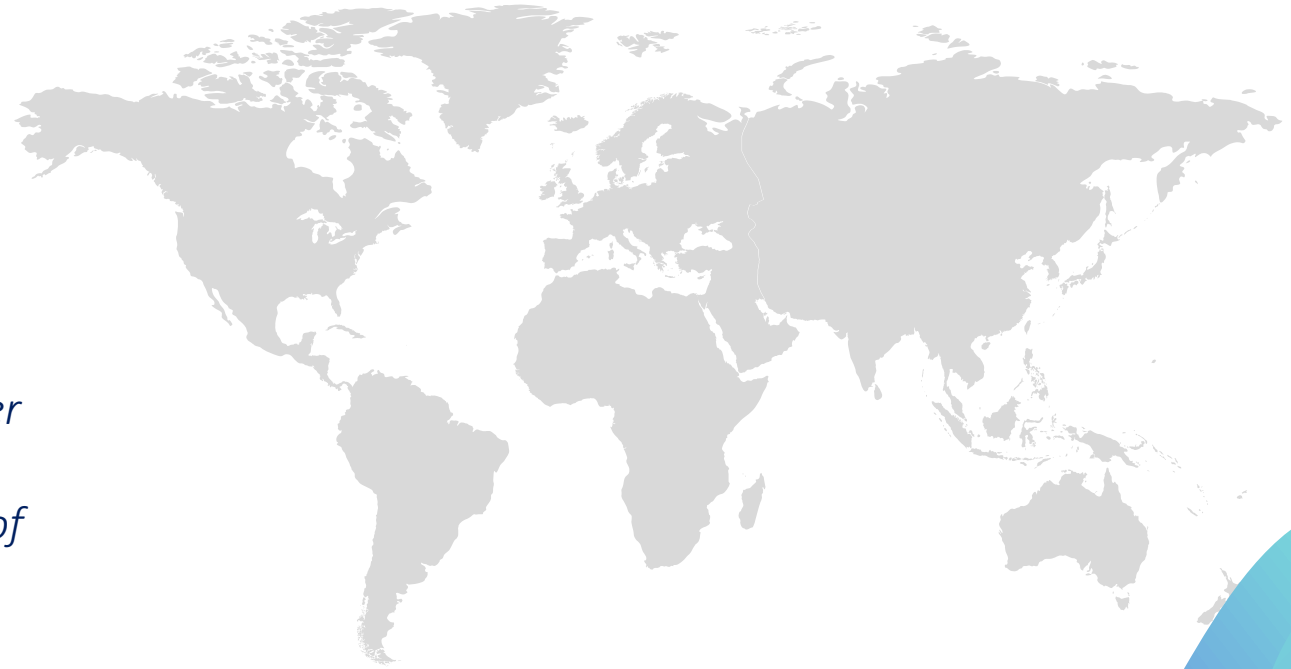


Who Should Attend ?

HR Professionals New to the Field - seeking a comprehensive view of the subject with multiple initiatives & techniques they can apply immediately

Experienced HR Professionals - seeking a refresher

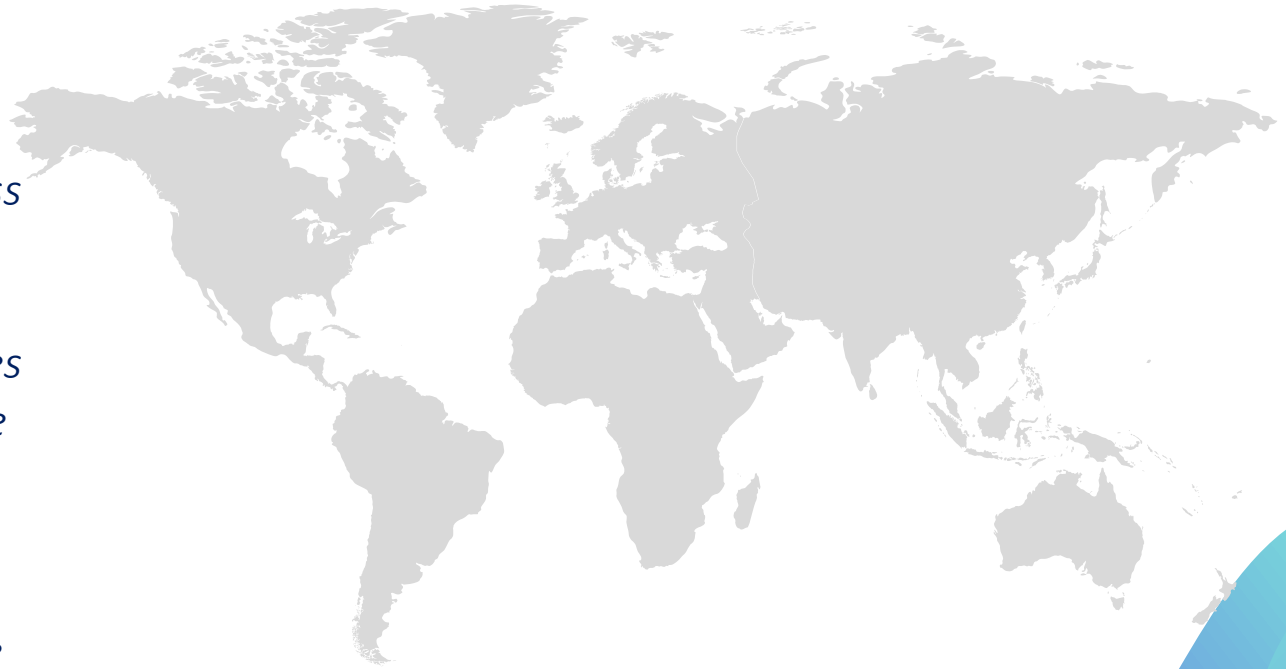
Line Managers: - seeking a comprehensive view of the subject with multiple initiatives & techniques they can apply immediately



Why Should Attend ?

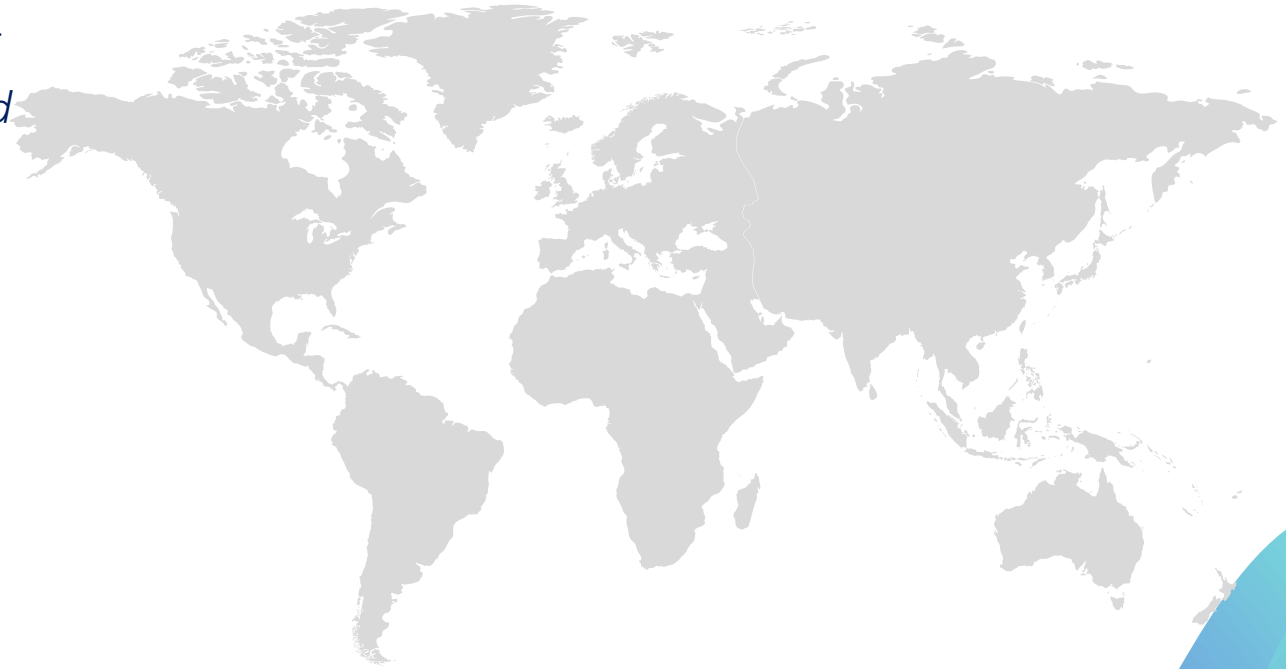
Few managers would disagree with the idea that their Recruiting, Interviewing and Selection process significantly impacts all aspects of their organization's performance - including its profitability. Organizations need quality candidates and managers need to know how to identify those candidates who have the competencies that meet the job requirements.

This webinar will provide the participants with the skills and a practical, proven a step-by-step approach to the interviewing process that participants can utilize themselves and/or introduce to their organizations.



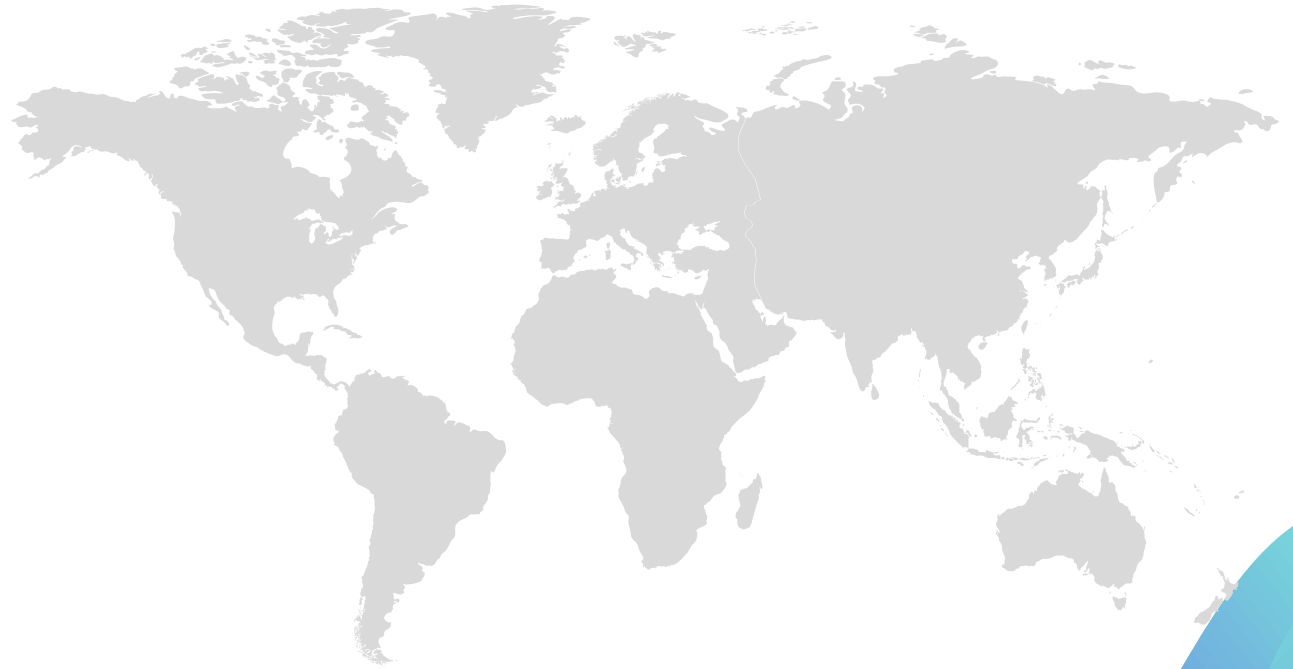
Just as an organization's success is significantly influenced by the people it employs, a manager's success is largely dependent on the performance of his/her team. Being able to effectively interview and select team members is a critical skill for any manager. And the further a manager's career progresses the greater the need for this skill. So, lacking effective interviewing skills can severely limit a manager's career advancement.

There is an assumption that because of a person has the title of the manager he/she knows how to conduct effective interviews and make appropriate hiring decisions. However, many managers learn to interview by trial and error - they have not been afforded the opportunity to learn a proven, step-by-step interviewing and selection process.



Additionally, the cost of making a poor the hiring decision is significant in terms of lost productivity, quality, customer satisfaction - not to mention the costs associated with termination, possible legal ramifications and then having to recruit and train a replacement. Making a poor hiring decision results in the loss of a significant investment both in time and money.

To fully appreciate the value of interview training it's helpful to consider the 'performance differential.' This is the fact that a good hire will satisfy the needs of the position, but a great hire will substantially increase the organization's performance. For example, the average Google employee contributes \$1 million in company revenue. But an outstanding performer can generate \$300 million in revenue.



To register please visit:

www.grceducators.com
support@grceducators.com
740 870 0321