

2 Days, Strategic Interviewing For Recruitment Excellence

Workshop – Learning Objectives:

Participants will learn to:

1. Improve their Interviewing Skills to promote Recruitment Excellence
2. Develop an understanding of project / service based biz requirements to effectively probe and screen candidates
3. Build candidate management knowledge by effective interpersonal skills
4. Practice Interviewing best practices, tips, tricks and traps
5. Recommend course corrections to internal stakeholders based on influences including operating environment, competition and benchmarks
6. Enhance compensation and title negotiation structures per biz influences
7. Explore Stakeholders / Functional / Technical Management's Stated Vs Hidden Needs via Effective Interviewing Plan – Do – Check – Act Cycle
8. Evolve Interviewing Process Group Interactions & Promote Internal and External Experiences By Effective Corporate Branding

Workshop – Learning Outcomes:

Post Workshop, Participants' Outcomes Include:

1. Effective understanding and appreciation of Interviewing Methodologies and Framework
2. Appreciation of internal stakeholder and external candidate negotiation challenges against biz requirements and meeting milestones
3. Identify critical success factors across the life cycle for Interviewing
4. Avoiding Interviewing Traps by practicing "Plan – Do – Check – Act"
5. Acquiring communication and influencing skills to promote an enjoyable candidate engagement and stakeholder experience
6. Synchronise candidate negotiation management tactics and techniques and nurture early conversions and / or drop outs
7. Enabling faster decision making interviewing approaches suiting all stakeholders
8. Utilising the newly acquired interviewing skills management in actual project/ service situations for stakeholder benefits

SIEGER TRAINING CONSULTANTS (P) LIMITED

Plot No: 106, Bharathiyar St – Chellappa St Junction, Visalakshi Nagar, Santhosapuram, Chennai – 600073. Tamil Nadu, INDIA.

Ph: +91 44 22781335, +91 44 42837167, HP: +91 9500120969, +91 9500129901, +9840097567, +91 9840059445

Email: training@siegergroups.com | Visit us at: www.siegergroups.com

2 Days, Strategic Interviewing For Recruitment Excellence

Workshop Outline – 2 Days

[Experiential Sharing Based Learning Methodology Through Presentation – Case Study & Activity Based Directed Learning Approach –6 Major Topics @Approximately 2.5 Hours Coverage Each] [Schedule: 9:15-10:45AM / 11-1PM / 1:45-3:15PM / 3:30-5:30PM]

1. Assembling Winning Team By Hiring Winners!– Doing Right Things Vs Things Right! – Art of Asking Questions! Traditional Interview Questions; Cognitive Interview Questions (Reasoning – Intuition – Perception); Behavioural Interview Questions; Case Interview Questions; Core Competency Questions; Investigative Interviewing
2. Behavioural Competencies (*Including Breakout Session towards 25+ Skills Assessment covering Attention, Commitment, Decisiveness, Influencing, Integrity, Negotiation, Relationship, Teamwork*) – Candidate Assessment Skills (Business – Managerial – Technical – Performance); Assessing Knowledge; Assessing Attitude; Assessing Motivations
3. Get Beyond The Initial Image! –Negating “First Impressions Are Best” Myth – Conducting Structured Interviews by W.A.S.P [*Welcome – Acquire – Supply – Part*] Framework – G.O.A.T [*Getting Our Act Together*]to G.R.O.W![*Goal – Reality – Options – Will*]
4. Don’t just STARE! (Situation/Service Based Questioning; Technical/Tasks Based Questioning; Aptitude/Attitude-Based Questioning; Reaction/Response Based Questioning; Emotions/Ethics Based Questioning) – “STRESS” Beyond by Open Vs Closed Questioning!
5. Effectively Handling Negotiations During Interviewing: Stepwise Negotiation – Tactical Piercing (*PIERCE: Probe – Instigate – Elicit – Reciprocate – Conclude – Evaluate*) for Maximum IMPACT[*Interpret – Magnify / Modify / Minify – Persuade – Analyze – Contrary / Converge –Testify*]
6. Hiring Basics To Avoid Firing Culture – Learn From Hiring Goof Ups Elsewhere! Values & Ethics – Verbal Vs Non-Verbal Behaviour – Traits Vs Behaviour– Skills Vs Attitude – Culture Fitment – Reference Checks – Interviewing Do's & Don'ts – Best Practices & Benchmarks From Rest of World Leaders!

SIEGER TRAINING CONSULTANTS (P) LIMITED

Plot No: 106, Bharathiyar St – Chellappa St Junction, Visalakshi Nagar, Santhosapuram, Chennai – 600073. Tamil Nadu, INDIA.

Ph: +91 44 22781335, +91 44 42837167, HP: +91 9500120969, +91 9500129901, +9840097567, +91 9840059445

Email: training@siegergroups.com | Visit us at: www.siegergroups.com

2 Days, Strategic Interviewing For Recruitment Excellence

Other Details:

- Payment to be made within 15 days from the date of the invoice.
- All payments must be made by cheque/online transfer etc., drawn in favour of Sieger Training Consultants Pvt. Ltd. Sieger will charge on INR basis only.
- Overseas clients will have to take care of all the training materials directly as briefed by Sieger Training. However, Sieger can procure some (which can be transited) not all, on behalf of the client but any additional charges for custom clearance has to be taken care by client only.
- Facilitators Travel & Food have to be taken care by the client
- Clients will have to arrange LCD, Speakers, Mike on their own.
- Cancellation of confirmed programmes shall be intimated one week in advance else 50% of the total charges shall be applicable.
- Client will recognize the intellectual property rights of Sieger Training and such materials are not to be copied without prior written approval of Sieger Training.
- Take all responsible steps to hold all Sieger Training copyrighted materials confidential to Client.
- Guarantee that no training will be conducted using Sieger Training concepts or material is carried out for employees of Client and Client shall not use Sieger Trainer's without the knowledge of Sieger Training Consultants (P) Limited.
- Ensure that any materials of Sieger Training supplied to internal employee(s) are retained by Client and or returned to Sieger Training in the event that the employee(s) ceases to be employed by the company;
- Ensure that no substantive modification of course design or content occurs without the prior written permission of Sieger Training, which shall not be withheld unreasonably;
- Treat this agreement as confidential and not divulge its contents to third parties;
- Inform Sieger Training of any internal procedures for the payment of invoices.

Follow us on



Let's Stay In Touch [Click Here To Subscribe](#) SIEGER TRAINING INDIA Workshop Updates

Copyright (C) 2015, Sieger Training Consultants (P) Limited, All Rights Reserved.

SIEGER TRAINING CONSULTANTS (P) LIMITED

Plot No: 106, Bharathiyar St – Chellappa St Junction, Visalakshi Nagar, Santhosapuram, Chennai – 600073. Tamil Nadu, INDIA.

Ph: +91 44 22781335, +91 44 42837167, HP: +91 9500120969, +91 9500129901, +9840097567, +91 9840059445

Email: training@siegergroups.com | Visit us at: www.siegergroups.com