

# COMPETENCY BASED BEHAVIOURAL INTERVIEWING TRAINING FOR MANAGERS



**MAKE YOUR HIRING MANAGERS THE DRIVING FORCE BEHIND ATTRACTING THE RIGHT CANDIDATE**

**Our 2-Day blended workshop assists your hiring managers, senior recruiters and HRBP with valid, reliable assessment tools to determine the best qualified candidates. This practical, hands-on program uses role-playing and class discussion to give participants the key skills needed to successfully analyse job descriptions, prepare behavior and competency-based interviewing questions and assess candidate fitment**



## Workshop Outcomes

- Well defined process for creating competency requirements for any given position
- Collect and analyze data detailing the complete candidate - their knowledge, experience, including competencies and personal motivators
- Identify and apply the principles of behaviour interviews, and performance-based selection methods.
- Enhance professional interviewing skills with effective communication strategies
- Effective use of Questioning and Body Language
- Develop a defensible scoring and evaluation process
- Position your recruiting brand and company values



## Learning Methodology

- The topics are transferred by means of short focused presentations which are followed by experiential learning sessions, role-plays and case studies in the class-room and online
- Rapid on the job learning and application is achieved by means of our Learnage App, Weekly reinforcements, On-the-Job Learning, Self-assessments, Facilitator mentoring and Managers' Toolkit

The following topics highlights some of the course's key learning points. As part of your training program, we will modify content as needed to meet your business objectives. Upon request, we will provide you with a copy of the Interviewing e-handbook and a participation certificate at the end of the session



Emotional Intelligence



Organisational Branding



Effective Communication

**Learnage works with organisations to transform training experiences into behavioral change**

