

Reinventing Candidate Interviews: How to Identify High-Potential Talent

Intended Audience	Mid-Level	Delivery Options	1-Day In-Person and Virtual
HR Competencies	<ul style="list-style-type: none">• Critical Evaluation• Communication• HR Expertise (HR Knowledge)	Recertification*	SHRM: 7.5 PDCs

Program Overview

In this one-day program, you will explore innovative assessment techniques, and examine the role they play in acquiring the right candidates. You will participate in hands-on activities aimed at determining which assessment methods provide the most value and best align with your organization. This program will also explore important questions about the validity of the assessments, and the necessary steps to take for ensuring compliance with hiring regulations. Elevate your hiring process to not just identify high-potential candidates, but also ensure a cultural fit that will deliver a lasting employment relationship.

Program Objectives

As a result of this seminar, participants will be able to:

- Identify position competencies and how they relate to candidate assessments.
- Discover and evaluate innovative assessment techniques.
- Determine a strategy for evaluating the validity of the assessment tools, and the steps necessary for ensuring compliance with federal hiring laws.
- Apply the assessment strategies to obtain high-potential talent.



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Program Modules

This program includes the following modules:

- **Module 1: Introduction**
 - What's In It for You?
 - Course Legend
 - Program Objectives
 - Program Agenda
 - What is the Society for Human Resource Management (SHRM)?
 - SHRM Competency Model

- **Module 2: Making Good Hiring Decisions**
 - Job Market Outlook
 - Cost of Turnover
 - Where Traditional Interviews Fall Short
 - Industry Research

- **Module 3: Job Analysis and Defining Competencies**
 - Defining Job Analysis
 - Using Critical Incidents
 - Defining Competencies
 - Resources and Tips for Defining Competencies

- **Module 4: Innovative Assessment Techniques**
 - Online Assessments
 - Soft Skill Assessments
 - VR/AR Assessments
 - Assessment Tools
 - Job Auditions
 - Video Interviews
 - Evaluating the validity of candidate assessments
 - Compliance Concerns

- **Module 5: Managing the Debrief and Selection Process**
 - Evaluating Candidates
 - Documentation Review and Retention

- **Module 6: Conclusion**
 - Closing Thoughts
 - Program Follow-Up
 - Thank You



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