

# Reinventing Candidate Interviews: How to Identify High-Potential Talent

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

## Program Overview

In this exciting, hands-on program, you will learn to sharpen your competitive edge in the marketplace by adopting new assessment and interviewing techniques. Through application-based activities that you will experience with a group of your peers, you will learn to incorporate the five stages of design thinking to ensure that your talent acquisition practices yield a positive experience for different candidate types at all levels. You will benefit from the teaching and practical wisdom of an HR industry expert, and, upon leaving this course, you will be equipped to implement the new skills you have tested in a safe learning environment.

## Program Objectives

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

- Assess the current hiring landscape and the importance of implementing new assessment and interview techniques in the marketplace
- Apply design thinking methodology to create a positive candidate experience throughout the talent acquisition lifecycle
- Describe the pre-hire assessments and their compliance for the entry level candidate
- Explain strategies used to identify mid-level/high-potential talent and their value to the organization
- Review concepts for groups hires via job auditions and group interviews
- Analyze senior level post-interview assessments and post-hire orientation, assimilation and integration strategies



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## Program Modules

This program includes the following modules:

- **Module 1: Introduction**
  - What's in it for you
  - Program objectives
  - Agenda
  - SHRM overview
  - SHRM competency model
  
- **Module 2: The Hiring Landscape**
  - Job market outlook
  - Hiring and retention challenges
  - Why it's important to invest in better interviewing practices and using assessments
  - Where traditional interviews fall short
  
- **Module 3: Positive Candidate Experience/Design Thinking**
  - Define design thinking and how it applies to the candidate experience through the TA lifecycle
  - The five-steps of design thinking
  
- **Module 4: Entry Level Candidate**
  - The candidate, their job description and competencies
  - Marketing and branding strategies to attract the candidate
  - Pre-assessment types and trends
  - Assessment compliance
  - Post assessment communication and follow-up
  - Post assessment/interview preparation
  
- **Module 5: Mid-Level/High-Potential Candidate**
  - The candidate, their job description and competencies
  - The high-potential candidate and their value to the organization
  - High-potential versus high-performance
  - Characteristics of high-potential candidates
  - Soft-skill assessments for high-potential talent
  - Hiring for succession planning
  - Motivation-based interviewing (MBI)
  - Post assessment and interview follow-up
  
- **Module 6: Group Hire Candidate**
  - The candidate, their job description and competencies



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- Individual and group hire differences
- Examples of group hiring within organizations
- Job audition for group hires
- Question development for group hires
- Conducting group hire interviews
- Post audition and interview follow-up
  
- Module 7: Senior Level Candidate
  - The candidate, their job description and competencies
  - Utilizing a combination of problem-solving, behavioral competencies, and leadership judgement assessments
  - Assess the potential leader's skills, capabilities and gaps
  - Job auditions and project-based VR for senior level candidates
  - Post-hire senior level orientation, active assimilation and accelerated integration via the three-phase, five-task process.
  
- Module 8: Conclusion
  - Closing thoughts
  - Discussion
  - Program objectives
  - Toolkit
  - Program follow-up
  - Thank you