



What's In The Name
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Become a Recruiting Genius

Recruitment Industry is going through a change, a change that is inevitable. The biggest challenge for the recruiters today is to adapt and be more powerful than ever before in this candidate driven market. This industry needs a makeover and the recruiter today should play a more significant role in improving its image.

Objectives

- Master the art of competency-based interviewing techniques to reliably identify key competencies that drive performance
- Empower recruiters to become powerful consultants
- Reduce Hire Loss
- Understand the process of competency modeling
- How to sell a role to a candidate and close the position
- Initiate workable strategy and process that can be further enhanced and developed to benefit the recruitment team across the board.

Recommended Module:

Become a Whole Brain Recruiter

This module will empower the participants to understand the individual brain preferences. Enable them to read behavior better and draft responses in a professional manner. This improves the chances of success as a recruiter as they master the art of speaking the language that the candidates understand. It's a new age paramount- recruitment tool which helps in reading the candidate behavior better which further results in bringing down the hire to loss ratio, close a position better and negotiate the job propositions.

360 Degree Competency Based Interview Modeling

This dynamic and interactive module will provide a unique learning opportunity to deploy validated techniques to attract, select, and retain star performers and high potential leaders. Key to any effort to recruit and select individuals is a valid and reliable assessment of the individual social and emotional competencies demonstrated by superior leaders in a given role or department.

Lead the Interview

In this module, participants will learn to lead an interview by getting candidates to answer your questions instead of letting them tell you what they want you to know. Experienced hiring managers probably know how to build rapport with candidates and discern candidate potential. But, more complex interviewing techniques like combating biases, using structured interviews and avoiding cliché questions don't always come with hiring experience.

Market Intelligence Recruitment Best Practices

It's critical for a recruiting genius to keep up with the latest best practices, approaches and strategies. This module will equip the participants with some of the industry best practices worthy of emulating for the recruitment process. It will help participants to identify and profile the different types of candidate being encountered.

Methodology -

Strategy - Requirement Gathering

We plan elicitation by connecting with the subject matter experts to design a targeted training solution. We plug the information into our existing framework and aim to deliver a customized exchange.

Analysis of your existing processes, programs and case studies will also help in collating the right data and information that will be added to the contents of the presentation.

- Role Plays
- Analysis
- 70:30 learning ratio
- Games
- Activities and tasks
- Case studies
- Visual aids
- PowerPoint presentation
- Exchange and Coaching

Training Follow On Strategy*

Impact Analysis Training (IAT) - We will follow up on the post training impact with the participants using various methodologies like quizzes, tests, online questionnaires, peer interaction, interviews, feedback forms, crash courses, real life demonstrations & case studies. The strategy will be developed in collaboration with the Key Stake Holders and the deep analysis of the target audience. A road map will be executed based on the real time information. Within this strategy we will formulate the deliverables like number of hours, number of months, methodology, commercials, frequency and topics.

*** IAT is a follow on strategy which is not covered in the quoted training cost.**