

Targeted Selection

DON'T LET UNCONSCIOUS BIAS AND POOR INTERVIEWING TECHNIQUES STAND IN THE WAY OF HIRING THE BEST CANDIDATE.

The Targeted Selection Training provides a structured, replicable approach to interviewing by developing the skills you need to interview confidently, gather data that accurately predicts future job performance, and evaluate candidate information to make the best selection decision.

Topics:

- Build Targeted Selection competencies;
- Learn how to deliver a consistent interview experience; • Practice multiple perspectives and usage data integration to make the best hiring decision; • Apply STAR model;
- Design the Job profiles;

The Targeted Selection Methodology is the most accurate, widely used behavioral interviewing system in the world.

It provides a consistent, structured approach to behavioral interviewing, which reduces unconscious bias and improves your ability to choose the candidate that is the best fit for all aspects of the job.

Methodology:

- Case studies and real-world situations that are tailored to each client's unique coaching challenges.
- Self-inquiry activities that allow participants to examine their coaching abilities and identify individual strengths and opportunities for improvement.
- A coaching process that helps leaders reach peak performance with their coaching competencies and contribute to building a coaching culture across the organization.
- Opportunities to practice and apply the skills.
- Application and sustainability tools that give participants a consistent coaching framework and a shared understanding of the coaching process and its goals.

Duration:

2 days

