Recruitment

ATTRACT TOP TALENT

Learning Objectives

- Become familiarized with different aspects and psychology of Employer Brand, the benefits of having a strong employer brand, and how to make your organization appealing to attract top talents
- Learn how to develop a Value Proposition based on your team's vision, mission, and values for potential new recruits

Learning Outcomes

- By the end of this module, trainees will have a clear understanding of what Employer Brand is, identify and address our existing biases, and how to communicate and improve it further to attract the top talent that will be a great culture fit.

RECRUITMENT INTERVIEW SKILLS

Learning Objectives

- Become familiarized with the various types of interview formats, such as open interviews, close-ended questions, and personality assessments used during a personnel selection
- Learn how to best assess candidates' suitability for the role through the different assessment methods

Learning Outcomes

- By the end of this module, trainees will be aware of the different types of recruitment interviews, and when to use each method. The trainee will also develop skills that will help with the assessment of a candidate's suitability for the role and organization.

CREATING AN ONBOARDING PROCESS

Learning Objectives

- Assess current onboarding and recruitment practices to assess its sustainability using mixed traditional questioning techniques with competency-based interviewing and Aptitude Testing
- Become familiarized with different onboarding processes, such as STEPS

Learning Outcomes

- By the end of this module, trainees will become familiarized with best practices for onboarding a new employee, and how to improve their own process.

CREATING AN OFFBOARDING PROCESS

Learning Objectives

- Assess current off-boarding practices as well as its strengths and rooms for improvements
- Become familiarized with different off-boarding methods and best practices, by exploring topics such as exit interviews, changing access rights, communication of an employee's departure, social security issues, etc.

Learning Outcomes

- By the end of this module, trainees will become familiarized with best practices for releasing a new employee, and how to improve their own process.

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