

Creating *The Experience* Workshop

The Experience is an orchestrated process where each step of recruiting, interviewing and selection is clearly defined, individual roles are clarified and repeatable results are both achieved and predictable.

Learning Objectives:

- ▶ Equip leaders with best practice approaches, concepts for recruiting and interviewing techniques to identify and attract high quality candidates and conduct more effective interviews;
- ▶ Create an interview process that results in a positive and “memorable” candidate experience;

Deliverables:

Deliverables include hands-on two to four hour workshop to introduce best practices, concepts and reinforcement tools.

▶ **Creating The Experience Workshop**

- Recruiting: We are only as good as our people
- Hire Tough, Manage Easy
- Profiles to Be Looking For
- Hire for Attitude
- The Generational Shift
- New Attractions
- Why Turnover Happens
- Creating an Effective Interviewing Experience
- The Fallacies that Create Hiring Mistakes
- Effective Questioning Techniques
- Behavioral Interviewing
- The Selection Process
- Your Leadership Legacy



▶ **Reinforcement Tools**

- Behavioral Interview Questions and Hiring and Interviewing Practices laminated card
- Creating The Experience Recruiting and Interview Guide Prep tool
- Lawful and Unlawful Interview questions
- Sample Resume with Harrison reports: Behavioral Assessment, Behavioral Interview Guide, How to Attract Candidate and Suitability report

Target Audience:

Hiring Managers, Recruiters, HR specialists at all levels.

Workshop Length:

Two to Four hours depending on your objectives.

For more information, please email us at: clservices@cornerstoneleadership.com or visit us on the web at www.cornerstoneleadership.com