



Recruitment and Selection:
Methodologies & Techniques
Conference





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Introduction:

Recruitment and selection can be very expensive and time-consuming. However, there is evidence that employing the latest methodologies and techniques increases the likelihood of successfully recruiting the best candidate for any intended role.

The recruitment, selection, and strategic workforce Planning program will explore techniques to transform your competence as a recruiter or interviewer in recruitment/selection, development, and appraisal opportunities.

Strategic Workforce Planning and Recruitment:

Strategic workforce planning is an integral component of effective human resource management, and it is particularly critical in recruitment and selection. Strategic workforce planning training within HR can significantly streamline workforce recruiting and workforce solutions recruitment. A strategic approach ensures that the workforce recruitment process is aligned with organizational goals, leading to better solutions and ultimately contributing to a successful workforce recruitment program.

This recruitment, selection, and strategic workforce planning conference delves into the intricacies of workforce planning, recruitment, and selection. It offers insights into workforce management in HR and provides valuable knowledge for HR professionals who aim to excel in this dynamic field.

Attending a strategic workforce planning conference, seminar, or workshop like this can equip attendees with the tools necessary for thoughtful workforce planning that fosters better recruitment outcomes. Throughout the recruitment, selection, and strategic workforce planning conference, we will also highlight the relevance of emotional intelligence and cultural awareness in the modern recruitment landscape and the impact of strategic workforce planning on decision-making and influencing skills within an organization.

Targeted Groups:

- HR Managers.
- HR Recruitment Personnel.
- HR Professionals.
- People who want to gain essential skills.

Conference Objectives:

At the end of this recruitment, selection, and strategic workforce planning conference, the participants will be able to:

- Examine numerous interviewing techniques and practice the process of behavioral or targeted interviewing.
- Discuss potential outcomes when using a variety of approaches to recruitment and selection.
- Consider various techniques and methodologies to differentiate the excellent from the average candidate using Competency frameworks.
- Explore the appropriate use of various psychometric tests, including general ability and attributes tests.
- Experience using Myers Briggs MBTI and reviewing SHL's OPQ 32 reporting material, including feedback on personality questionnaires.
- Understand the benefits of developing an assessment center to test candidates against future job requirements.
- Examine various Emotional Intelligence EI tools to test the potential of the candidates, including Daniel Goleman's research and theory.
- Develop your influencing skills by making persuasive presentations of critical requirements in planning recruitment/selection campaigns.
- Practice all techniques to achieve understanding and competence in a friendly and supportive environment.

Targeted Competencies:

At the end of this recruitment, selection, and strategic workforce planning conference, the target competencies will be able to:

- Decision-making.
- Communication.
- Negotiation.
- Interpersonal skills.
- Influence.
- Culture Awareness.
- Emotional Intelligence.

Conference Content:

Unit 1: The Recruitment and Selection Process:

- The key elements are competencies and person specification.
- The Five Types of Interview Styles.
- The Principles of Conducting a Targeted Interview.

Unit 2: Interviewing in Action, Exploring The Outcomes:

- Develop rules of evidence for assessment.
- Coding Example: The rules of coding and syndicate exercise.
- Interview process and practice.
- Target interview practice.

Unit 3: The Use of Psychological Test Data in The Recruitment Process:

- Coding for Example and Syndicate Exercise.
- Examine the results, including standardization and conclusion.
- Review of psychometric tests available in the selection and recruitment process.
- Analyze and complete the MBTI Personality questionnaire.
- The increasing use of Emotional Intelligence in the Recruitment process - Daniel Goleman's model.
- Additional Insights Into Personality Profiling, Including a Case Study.
- Administration and Guidelines for the Use of Psychometric Testing.

Unit 4: Dealing With The Results, Drawing Conclusions, and Feedback:

- Application of Psychometric Tests, Including Using a Type Indicator MBTI and Putting Feedback Into Context.
- Best fit analysis and demonstration.
- What do the four scales mean?
- Recruitment and Selection Results and Employing Them as a Development Tool.

Unit 5: Design and Deployment of Assessment Centres:

- The Latest Techniques in Advertising for Vacancies.
- How to shortlist, avoid bias, and do lots of hard work?
- Examine an assessment center approach to training the assessors.
- Decide on the tools and techniques to use in the assessment and the consequences.
- The Resources Required to Run a Successful Recruitment or Selection Process.