



Course Outline (2 Days)

- Course Overview
- Recruitment and Selection Process
- Factors in the Hiring Process
- Cost of Hiring
- Job Analysis and Position Profiling
- Introduction to BEI
- BEI Skills
- Case Study
- Interview Format
- Scoring BEIs
- Skill Application

Certification Process

- Complete Training
- Accreditation Recall Test
- Interview Assessment

BEHAVIORAL EVENT INTERVIEWING SKILLS

Increase the success of your selection process through the BEI technique, proven to be the most reliable predictor of on-the-job performance. Enhance your professional capabilities and impact your organization's outcome. This method has been shown to have 50% more predictive validity than traditional interviewing, and research suggests it is especially effective when evaluating candidates for senior roles. This method is used to capture evidence of individual performance against a framework of behaviours required to succeed in a dynamic and challenging role (i.e. the Schroder framework).

This workshop will help you learn

- ▣ Analyze the costs incurred by an organization when a wrong hiring decision is made
- ▣ Develop a fair and consistent interviewing process for selecting employees
- ▣ Develop a job analysis and position profile
- ▣ Learn how to use the BEI Techniques in interviewing people
- ▣ Enhance communication skills
- ▣ Effectively interview difficult applicants

How You Will Benefit:

- ▣ Increased reliability of the interviewing process
- ▣ Enhanced ability to manage interviewee behaviour
- ▣ Reduced new-to-role failure rate
- ▣ Improved performance of employees new to role

Who Should Attend

- ▣ HR professionals
- ▣ Line Managers
- ▣ Team Leaders
- ▣ Anyone involved in the selection process