

Talent Acquisition & Organization Development

Duration 5 Days

Course Overview

The organization is as strong as its calibers and no one is more important than the talent acquisition team to attract the best calibers in the market

The latest trend in talent acquisition is Competency based Interviewing, this course will tackle the whole journey of the HR practitioner to conduct the competency based interviewing experience

Training Objectives

By the end of this training, the trainee will be able to:

- Create competencies framework on an organizational level
- Apply a competency-based model to interviewing
- Describe the steps to carry out an effective competency-based interview
- Follow a proven structure to achieve the outcome required
- Learn how to structure, ask, and score effective behavioral questions
- Appreciate the advantages and disadvantages of interviewing online

Training Outlines

- Competencies Fundamentals
 - ✓ Competencies Definition
 - ✓ Linkage between competencies and qualifications
 - ✓ Behavioral and technical competencies
 - ✓ Generating competencies from core values
 - ✓ Generating competencies from Industry competencies
 - ✓ Generating competencies from Fields' competencies
 - ✓ Putting all it together
- Competencies Framework Development
 - ✓ Design Framework
 - ✓ Building Understanding and Commitment
 - ✓ Project Planning
 - ✓ Communications Planning
 - ✓ Identifying Competencies
 - ✓ Constructing Definitions
 - ✓ Defining Proficiency Levels
 - ✓ Identifying Behaviors
 - ✓ Validating the Model
 - ✓ Updating the Competency Model

- Competency Based Interviewing
 - ✓ An overview of the recruitment and selection process
 - ✓ Why interview, and what are the types of interview?
 - ✓ Who is the best candidate, and how do we select them?
 - ✓ Understanding competencies and behavior
 - ✓ The importance of competencies in predicting behavior
 - ✓ Practical steps for conducting a competency-based interview (WASP Model)
 - ✓ Understanding body language and paralanguage
 - ✓ Developing your questions to suit the needs of your organization
 - ✓ The skill of asking competency questions
 - ✓ Asking and answering questions
 - ✓ What you should avoid during interviews
 - ✓ Competency-based interviewing ethics
 - ✓ Conducting online interviews
 - ✓ Role-plays – online CB interviews
 - ✓ Ending the interview – positioning yourself as an Employer of Choice

Targeted Audience

- Human Resources Personnel
- Organization Development Personnel

Training Methodologies

- Lecturing
- Case Studies
- Discussions

Organization Development

Course Overview

Organization Development training covers various angles of organization development including the theories, basis, models, tools, and process of developing organization. Organization Development (OD) training will teach you the fundamentals and principals of managing change and aligning people, and exercising for success.

Learning objectives

By the end of the training program, the trainee will be able to:

- Describe organization development and change management
- Establish a change effort
- Comprehend the skills necessary for effective change
- Determine and resolve ethical problems associated with change
- Understand the role pf OD practitioners, consultants, and professional
- Apply the right models
- Become familiar with the terminology associated with OD
- Discuss the values-oriented fields

Training Outlines

- Organization Development Fundamentals
 - ✓ Definition of Organization Development
 - ✓ Who is an OD Professional?
 - ✓ Organization Development models
 - ✓ Background of OD
 - ✓ When and why should you apply an OD?
 - ✓ Values-oriented field
 - ✓ The business case for OD
 - ✓ OD strengths and weaknesses
 - ✓ Significance of organizational configuration
 - ✓ Notions behind organizational culture and change management
 - ✓ Terminology
- Organization Development Process
 - ✓ Train intelligent people the ways of effective learning
 - ✓ Facilitative procedure involvements
 - ✓ Large group involvements and dynamics
 - ✓ Comprehending the importance of position: a analytic model
 - ✓ Reconstructing complexity: A 4-D techniques to organizational analytics, development, and change

- Organization Development Touch Points
 - ✓ Business strategy: developing the successful pattern
 - ✓ Matching strategy and configuration
 - ✓ Framework of work
 - ✓ Designing work
 - ✓ Framework and procedure for educating and self-assurance
 - ✓ How to transform a work environment concept into reality
 - ✓ Analyzing your organization culture
 - ✓ How can staff being efficient?
 - ✓ How can a team be efficient?
 - ✓ Creating a leader
- Organization Development Objectives
 - ✓ Train intelligent people the ways of effective learning
 - ✓ Facilitative procedure involvements
 - ✓ Large group involvements and dynamics
 - ✓ Comprehending the importance of position: a analytic model
 - ✓ Reconstructing complexity: A 4-D techniques to organizational analytics, development, and change
- Organization Development Roadmap
 - ✓ Modifying in the field
 - ✓ Practitioner viewpoint
 - ✓ Developing instructions
 - ✓ Modifying the outside environment
 - ✓ The digital revolution
 - ✓ Decomposing and rebuilding the organization
 - ✓ Knowledge management
 - ✓ Organizational standards

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