

Talent Acquisition: Competency Interviews & OD

Learn to build competency frameworks, conduct competency-based interviews and apply organization development processes to strengthen talent acquisition.

5 Days

DURATION

8

MODULES

71

TOPICS

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.

WHO THIS COURSE IS FOR

Human Resources Personnel

Organization Development Personnel

LEARNING 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 APPROACH

Lecturing, Case Studies, Discussions

8 Modules, 71 Topics

01

Competencies Fundamentals

TOPICS

- 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

02

Competencies Framework Development

TOPICS

- 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

03

Competency Based Interviewing

TOPICS

- 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 paralinguistics
- 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

04

Organization Development Fundamentals

TOPICS

- 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

05

Organization Development Process

TOPICS

- 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

06

Organization Development Touch Points

TOPICS

- **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

07

Organization Development Objectives

TOPICS

- 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

08

Organization Development Roadmap

TOPICS

- Modifying in the field
- Practitioner viewpoint
- Developing instructions
- Modifying the outside environment
- The digital revolution
- Decomposing and rebuilding the organization
- Knowledge management
- Organizational standards

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

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Live Online Classes (ILO)

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