
From the "role" to the "person": intuition or method?

Target:

Providing tools and methods to improve the ability to identify the right candidates and to build an effective recruitment process .

Beneficiaries: All non-HR functions involved in the recruitment process

Program:

- The activities in the recruitment process
- The risks to avoid in the recruitment process
- The definition of the job profile:
- Who we are looking for
- How we can recognize the one
- How to communicate what we need to the candidate
- The interview techniques
- The preparation of the interview: the curriculum and the position needed
- Objective evaluation: the self-analysis of the recruiter and the calibration of the interview
- How to listen actively during the interview
- The questions to test the candidate's skills and motivation
- The most common mistakes in the recruiting interview
- After the interview: hot impressions and rational evaluations
- Evaluation summary: how to decide?

During the seminar, participants will take part in individual and group exercises and simulations