A TCS Company
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Training | Consultancy | Digital Transformation

ONLINE TRAINING

"It's no longer about head counts. Today, what's inside the head counts"

- Rahila Narejo



HIRE THE BEST

March 22, 2022 | 11:00 am to 4:00 pm PKT via Zoom

WORKSHOP HIGHLIGHTS:

By participating in this full-day workshop, you will be able to:

- Identify the impact of **bad** hiring decision
- State the secret to **good** hiring
- Differentiate between Traditional and **Competency-Based** Interviewing
- List the **SIX** steps in CBI
- Identify Competencies (**KSAAEE**) and **COW**'s critical for success in a job
- Write **CBI** questions
- Conduct a **structured** interview
- Identify strategies to minimize **Bias**

We will establish the critical need for hiring managers to learn the skill of Competency-Based Interviewing (CBI) by identifying the **COST OF A BAD HIRING DECISION**

ABOUT THE WORKSHOP:

Winning the War to ensure competent and committed talent hired throughout an organization.

Today, we find ourselves in a business environment characterized by chaos, intense competition, unrelenting organizational change, and a level of complexity that has dramatically raised the bar for success.

While the need for talent is growing, our workforce is constrained by serious talent shortages. Who we hire and promote is key to the success of our organization. Good selections save money and reduces employee turnover rate. **Competency-Based Interviewing (CBI),** is a method to increase the effectiveness of the interviewing process in selecting and promoting quality staff.

This workshop "Hire the Best" focus on how the interviewer with CBI method carefully defines the skills needed for the job and structures the interview process to elicit behavioral examples of past performance, best suited for your organization.



Workshop Facilitator:

RAHILA NAREJO

CEO at NarejoHR ; Author of Workplace Sanity;
Founder of The Humanplace™ &
Mighty Consultants™ Accelerator Program

Testimonials from Past Participants of this program:

"My learning from this session was development of competency based questions and interviewing skill. An excellent session delivered by Rahila Narejo."
- Shaheena Ashfaq - EFU General Insurance Ltd

"In this online workshop, I learnt about differentiating between good candidate and a good employee. Rahila Narejo is an Excellent Trainer! Thank you Octara for this workshop."
- Quba Akhtar - Ismail Industries Limited

"My learning from this workshop is about the importance of Competency Based Interviewing (CBI) Skills. Rahila Narejo, Thanks for an interactive learning workshop."
- Amber Shahnaz - Cherat Cement Company Limited

...only from Octara!!!

For Details & Registration contact

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Helping You Succeed!

HIRE THE BEST

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WORKSHOP AGENDA:

Participants in the "Hire the Best" workshop will get hands-on experience using our 6-Step CBI Methodology:

Step 1: Analyze the Position to be filled

Transfer the skills of CBI through what we call a "REAL PLAY" … a more practical version of the traditional "Role Play".

Using a real job description, participants learn how to analyze and identify competencies required for any positon.

Step 2: Determine Sources of Information

Once the critical competencies are identified, participants learn how create a competency/assessment chart to plan how these competencies will be assessed pre-interview and during the actual interview.

Step 3: Develop CBI Questions

For competencies that will be evaluated in the interview, participants learn how to write competency-based questions using the STAR framework.

BONUS GUIDE: Participants receive pre-written CBI Questions for top competencies

Step 4: Prepare for the Interview

Participants learn how to ask CBI questions (it's not as simple as it might seem). They learn how to document and evaluate candidate answers against the desired competencies.

BONUS GUIDE: CBI Preparation Checklist

Step 5: Interview Candidates

Participants engage in interview simulations practicing how to open, execute, and close a CBI. From icebreaking to leaving a positive impression on the candidate to enhance your organization's Employer Brand Equity.

BONUS GUIDE: CBI Script and Cheat sheet

Step 6: Select the Best

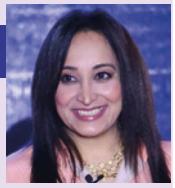
No matter how good of a methodology you use, Human Bias can impact the final selection decision. Participants learn how to mitigate bias so that they HIRE THE BEST for your organization.

WHO SHOULD ATTEND?

The program is designed for everyone who participates in searching, selecting and hiring talent, at all levels, in all sectors and industries. It is ideally for:

- Talent Acquisition / Head Hunters / HR Recruiters
- Recruitment Specialist
- HR Experts/ OD Consultants, Corporate professionals hiring people in the business
- Line Leaders and Managers

Facilitator's Profile:



RAHILA NAREJO

- CEO, Narejo HR (Pvt.) Ltd.
- Author 'Workplace Sanity'
- Founder 'The Humanplace™ Operating System'
- Founder 'Mighty Consultants™ Accelerator Program'
- Talks about Culture, Business, Marketing, Consulting, Emotional Intelligence and Leadership

Rahila Narejo is the CEO and Lead Consultant of Narejo HR (Pvt.) Ltd. and since 2002 has been committed to ***"Growing Businesses… Through People"*** using Psychology & Neuroscience.

Rahila is a Behavioral Science graduate from the University of California, Los Angeles (UCLA), with a specialization in Psychobiology. She holds a Masters of Science (MSc) in NeuroLeadership from the Middlesex University (UK). She is an Associate Certified Coach with the International Coach Federation and an accredited Psychometrician with the British Psychological Society, facilitating clients with assessments, including the popular MBTI.

Since 2002, Rahila and her global team have served Fortune 500 Clients including Unilever, Nestle, Coca-Cola, PepsiCo, Telenor, Mitsubishi, Toyota, Citibank, Abbott, GlaxoSmithKline and many more in transforming the workplace into ***The Humanplace™*** using their proprietary Human Operating System.

Rahila's current passion is transferring her 20+ years of consulting experience to other consultants and service providers, and mentoring them in winning 6-figure corporate deals inside her ***Mighty Consultants™*** Accelerator Program. She lives in between three cities: Houston – Karachi – Toronto.

Rahila is trusted by Amazing Companies around the World

Workshop Investment

PKR 9,500/-
+SST Per Participant

Group Discount Available

Fee Includes:

- e-Learning Material
- Virtual Business Networking
- Post-Workshop Advisory Services
- Membership for TCS Octara WebMall+ (WhatsApp Group)
- Digital Certificate of Attendance



- Value Added Octara Loyalty Card*



*Entitles card holder to 20% discount on all future Octara Trainings and also more discount on other TCS Services

Bring this program In-house at attractive discount

This workshop can be customized to suit specific needs of your organization which may lead to significant savings.
Please contact Sarim Atique at sarim.atique@octara.com or call at 0345-8949470

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For Registration & Details:

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