

The Art of HIRING

October 13, 2015, PC Hotel, Lahore
9:00 am to 5:00 pm



Course Facilitator:
Dr. Kamran Yamin

Course Overview

In today's highly competitive era where challenges is increasing day by day, where time, resources & manpower is getting scarce, where dearth of talent is an issue. To overcome these obstacles you need to have a recruitment procedure with high probability of getting the right potential talent that can be a productive contributor to organizational success.

The Art of Hiring will facilitate you to tackle the issues/problems related to hiring process & will improve your accuracy in right employee selection. This program will enable you to learn the methodology of Behavioral Based & Competency based Interviewing Skills. It will help organizations to avoid common interviewing anomalies. The content will enable you to increase the probability of getting the best employee from a large chunk of candidates & organizational branding during interview process.

Learning Outcomes

DEVELOP the right skills to attract the 'right talent'
FOCUS on Job-related behavior
USE past behavior to predict future behavior
ASSESS both job fit & organization fit motivation
APPLY effective Interviewing skills & Techniques
BUILD organization's positive impression on applicants

Who Should Attend

- Recruitment Officers/Executives/Managers
- Talent Acquisition Managers

Course Agenda

Impact of a Bad Hiring:
The financial/non- financial impact of an inappropriate/wrong hiring on the overall organization, on short term & long term basis.

Traditional vs Competency Based Interviews:
The probability of getting the right candidate with conventional interviews vs Competency based Interviews. The pros & cons of both methodologies.

Candidate vs Employee:
If we see a future employee in our existing candidate, we will be able to foresee his/her future in organization. We can forecast his/her career path by evaluating the current potential

Past Behavior for Future Behavior:
Action speaks louder than words. We can drill down what he/she actually did from what the candidate is claiming as achievements

CBI & Star Techniques:
The two globally well accepted techniques of interviewing & assessing the candidates. We will be learning these with examples.

Do & Don't of Recruitment:
What to do & what not while conducting interviewing sessions. What will be beneficial & what will harm.

ROI - Your Time & Money Counts:
While conducting interviews, you actually invest your time, money & resources. Try to get max out of it by getting the best candidate



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Workshop Investment
PKR **15,000***
(Fee per participant)

***Plus PST 16%**

Group Discounts are available
for groups of 5 or more

FEE INCLUDES:

Course material, certificate of attendance,
lunch, refreshments & business networking

5 Easy Ways to Register

 **Karachi:** 021-34551198, 34547141, 34536306
Lahore: 042-35763063-4

 **Fax:** 92-21-34520708

 register@octara.com

 www.octara.com

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Payment:

A confirmation letter/e-mail and invoice will be
sent upon receipt of your registration form.

**Note: Full payment must be received
in advance to confirm enrollment.**

Bring The Art of Hiring In-house

This workshop can be customized to suit specific
needs of your organization which may lead to
significant savings & avoiding pitfalls. Please contact
Jason D'souza at jason.bosco@octara.com or
call at 0332-2422732 for more details

Send your cheque in favor of **Octara Private Limited**
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Course Facilitator:
Dr. Kamran Yamin

Dr. Kamran Yamin is a Recruitment & Selection expert and trainer having 18 years of experience in his credit in diversified field. He is a Medical Doctor and also holds the Degree of MBA and Diploma in Strategic HRM.

Dr. Kamran Yamin has versatile experience of working with MNCs like Pharmacia & Pfizer and has served in various positions, currently working as "Head of Recruitment & Organizational Development" in Sanofi.

Dr. Kamran Yamin has tremendous training experience, he is Visiting Trainer at ICAP (Institute of Chartered Accountants of Pakistan) and facilitator for "Evolve", a Sanofi's Global Leadership Program. He has also been Certified Master & Lead Trainer for large number of Middle & Senior Management Leadership programs from Paris, Singapore, Malaysia, Hong Kong, Egypt, Thailand, Dubai & Indonesia.

Further to his training career he is "European Certified Coach &

What delegates have said about Kamran's previous courses

Kamran has outstanding competencies in training. He has the ability to involve the participants and motivate them to learn. He has the creativity to use different tools and medium to make an impactful presentation. Last but not the least he has the patience and sense of humor required for a good trainer.
Tariq Wajid, Managing Director, Martin Dow

Kamran is a hardworking, top-performing HR professional. With his relentless motivation, adaptability and his knowledge of HR particularly in Talent Acquisition and Learning & Development, he brings a wealth of knowledge and skills to Organizations. He is a competent trainer with excellent presentation and communication skills.

Ayub Ahmed Siddiqui, Director Consumer Health, Getz Pharma

Kamran is a natural trainer. He adjusts his teaching style to the level of participants and makes learning a fun. He has over two decades of practical experience which he shares with the participants along with what the books say. He is well versed with up-to-date business challenges and techniques which covers a variety of business aspects. He believes in post training follow ups with the participants which is of great help. Overall one feels relaxed and learns in an atmosphere which helps you understand complex business situations with ease."

M. Aslam Sheikh, Country Manager, Lundback, Pakistan

"Kamran Yamin has a pleasant and an engaging approach in training sessions. His sessions are alive and he brings humor and involves participants in discussions for better understanding of the subject through sharing best practices. Kamran is involved in attracting talent and finding the right fit for the job