



Competency-Based Interviewing Skills

August 28, 2019 | Mövenpick Hotel - Karachi
9:30am - 5:00pm

Overview

Managers and recruiters interviewing candidates for jobs often fail because they are either using yesterday's strategies or no strategies at all. Recruiting methodologies have become more sophisticated, and the best employers are constantly changing the way potential employees are being assessed. Everyone needs that "Strategic Advantage". This one-day interactive program focuses on detailed strategies and a unique methodology for handling tough competency-based or behavioral interviews so that you can dig out the knowledge, skills, and abilities that you are seeking in potential candidates. This program will give you a significant strategic advantage in attracting, selecting and retaining the talented potential employees out there, best suited 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:

- HR professionals
- Head hunters / recruiters
- Hiring managers

Participants will learn to:

- **IDENTIFY** competencies required to deliver exceptional performance, best suited for various roles
- **CREATE** effective competency based interview questions
- **IMPLEMENT** the step-by-step process of competency based interviewing
- **GET** familiar with STAR & CARL
- **AVOID** interviewing pitfalls and biases

Course Facilitator **Uzma Chishti**



- Certified Change Management Professional
- Certified Global Remuneration Professional
- Certified Job Evaluator on Hays Methodology
- Certified SAP HCM Power User
- Certified Trainer

A well rounded professional, possessing 20 years of diverse, local and APAC regional experiences in Human Resources, External / Internal Audit and Education; Certified GRP, Certified Change Management Professional, Certified Trainer, Certified Hays Job Evaluator and SAP Power User; educated in MBA and Law. Develops executable HR strategies that enhances business growth, motivates teams to exceed targets and grow personally as well as professionally.

For Details:

Karachi: 021-34547141, 34520093, 34536306

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AGENDA

- Defining competencies
- Compiling job competency profiles
- Understanding interview types
- Building competency-based interview guides
- Short-listing potential candidate profiles
- Preparing the interviewers
- Asking behavior-based questions
- Guarding against typical interview biases
- Probing techniques and tips
- Evaluating against the competencies
- Scoring during and after the interview
- Comparing notes and making final selection

METHODOLOGY:

This workshop is supported by a globally researched and proven methodology, techniques, videos and activities that will enable you to immediately start practicing what you learned.

INVESTMENT

PKR 18,000 +SST Per Participant

FEE INCLUDES: Course material, certificate of attendance, lunch, refreshments & business networking

Send your cheque in favor of **Octara Private Limited**
To: **Umair Tariq**, Admin & Accounts Executive
Octara Private Limited - 1/E-37, Block-6, P.E.C.H.S., Karachi.
Tel: 021-34520708, 34534261 Cell: 0343-5940485

3 Easy Ways to Register

☎ 021-34536306, 34520093, 34547141

✉ register@octara.com 🌐 www.octara.com

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 **Naveed Rahim** at **naveed.rahim@octara.com** or call at **0334-3082767**



Helping You Succeed!

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