Transformation Pillar:
Core HR Systems & Specialized Expertise

Competency-Based Interviewing and Selection

Empower smarter hiring across your organization

COURSE OVERVIEW

The modern workplace is a dynamic landscape, demanding a highly strategic approach to hiring and talent acquisition. This intensive workshop will provide you with the skills and knowledge you need to transform your interviewing process, elevate your hiring decisions, and attract the best talent. It will empower you to master the art and science of competency-based interviewing and selection, no longer a mere best practice, but an essential tool for success. We will probe and explore the principles, techniques, and real-world applications of this powerful interviewing method. You'll acquire the knowledge, skills, and practical tools to build a robust and effective recruitment process, leading to better hiring decisions that drive long-term organizational success.

Join us on this focused learning journey and prepare to move beyond traditional interviews and transform your interviewing approach from a general discussion to a structured, competence-based process that helps identify the best talent for your team!

This workshop is delivered by world-renowned strategic HR expert, consultant, and author, **Mostafa Azzam**, who enjoys extensive experience guiding organizations through the complexities of hiring and talent acquisition.

WHO SHOULD ATTEND

This workshop is ideal for:

- **HR Managers and Directors:** Seeking to implement a more strategic and data-driven approach to talent acquisition.
- **Recruiters and Talent Acquisition Specialists:** Looking to enhance their interviewing skills and make more informed hiring decisions.
- **Hiring Managers:** Responsible for interviewing and selecting candidates.
- **Talent Development Professionals:** Involved in designing competency models and developing employees.
- **Organizational Leaders**: Committed to building a high-performing workforce and aligning talent acquisition with business goals.
- **Individuals:** Involved in the recruitment and selection process; wanting to reduce bias, improve hiring decisions, and enhance the candidate experience.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Define** and **articulate** the core principles of competency-based interviewing, differentiating it from traditional methods.
- **Develop** a deep understanding of the key competencies required for successful job performance, aligning them with organizational goals.
- **Design** and **implement** competency-based interview questions and structured interview guides that effectively assess relevant skills and behaviors.
- **Conduct** effective competency-based interviews, eliciting compelling evidence of candidate skills and capabilities through skillful questioning.
- **Evaluate** candidate responses objectively and accurately using behavioral interviewing techniques, including the STAR method.
- **Make** confident hiring decisions based on a rigorous and consistent evaluation process, ensuring fairness and alignment with organizational needs.
- **Navigate** the legal landscape and **ensure** compliance with employment laws during the interview process, minimizing risk and promoting ethical practices.
- **Develop** a strategic plan for integrating competency-based interviewing into your recruitment strategy, fostering a data-driven and future-ready talent acquisition process.

COURSE METHODOLOGY

Throughout the workshop, participants will engage in:

- **Interactive Discussions and Case Studies:** Exploring real-world examples to gain practical insights and apply concepts to their own work.
- **Pair-Work Activities:** Collaborating with colleagues to practice interviewing skills and develop effective interview strategies, enhancing learning through peer interaction.
- **Group Exercises:** Working in teams to design interview guides, create scoring rubrics, and analyze candidate responses, fostering collaborative learning and knowledge sharing.

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