

INTERVIEW ARCHITECT

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INTERVIEW ARCHITECT: Competency Based Selection

WHAT ARE THE BEST PRACTICES THAT MANAGERS OR HR PROFESSIONALS USE TO STREAMLINE AND STANDARDIZE INTERVIEWS?

Purpose:

The Interview Architect® Professional and Interview Architect® Express have been developed for use by human resource and recruiting professionals to assist them in creating customized interview guides aligned with the Leadership Architect® competencies. Research on interviewing success and accuracy shows that structured or formal interviews outperform unstructured or informal interviewing. The Interview Architect® tools carry with them the ability for hiring managers to more precisely identify qualified candidates by integrating its easy to use design in their organizations.

Objectives:

- Create structured interviewing guides – comprehensive templates with Professional and simplified 1- page interviewing templates with Express. These guides provide everything you need to assess competencies in a simple-to-use format
- Identify best practices including using the 4- Dimension Interviewing approach and the value of asking structured probes
- Apply The Interview Architect® for internal recruiters and/or HR professionals who coordinate recruiting and selection processes, line managers with an interviewing need, and for internal selection purposes
- Create interviewing guides using Success Profile Architect® (SPA) – online tool that facilitates the creation of unique competency profiles for jobs within your organization.
- Develop practices for training others in your organization on how to effectively use the Interview Architect Tools

Result:

Establish the foundation of best practice interviewing techniques that can be transferred for use in your organization.

Note:

This course includes approximately four hours of eLearning (pre-work and skill test required) and one day of intensive instructor-led application of material in a classroom. Completion of required pre-work is necessary for success in session, and must be

completed prior to attending session.

Course Materials:

Interview Architect® Professional Handbook, Interview Architect® Express Interviewer's Kit, Interview Architect® Workshop Manual with Facilitator Guide and Interview Vignettes, The Leadership Machine

Book, 100 Things You Need to Know Book and 50 More Things You Need to Know Book.

Registration Fee:

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