

## HIRING STRATEGIES TRAINING

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**COURSE LENGTH: 1.0 DAYS**

Creating an appropriate hiring strategy is important for your company to save time and resources. Hiring the right person for the right job the first time should be an essential part of your recruitment and hiring strategy.

The PD Training Hiring Strategies Training Course helps you to understand the various selection processes, how to build a hiring strategy, how to attract the right candidates and filtering and onboarding. An appropriate hiring strategy helps organisations to save resources and maximise productivity every time they recruit.

This dynamic and practical training course is now available across New Zealand Auckland, Christchurch or Wellington.

Contact us today for a group quote.

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## HIRING STRATEGIES TRAINING COURSE OUTLINE

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### FOREWORD

Hiring and training employees is expensive if organisations frequently hire employees unsuitable for their jobs. During this training course in hiring strategies, participants learn to develop the skills, attitude, and understanding to hire the right people for the right job.

This Hiring Strategies Training Course includes skill development in developing a hiring strategy, steps and techniques to use in an interview, finding potential candidates for a position, and welcoming new hires.

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### OUTCOMES

Development of the right hiring strategies saves an organisation time and money when frequently recruiting. This training course helps organisations to develop skills and understanding in developing excellent hiring strategies.

**After completing this course, participants will have learned to:**

- Know the position
  - Analyse a job
  - Analyse a task
  - Develop a suitable hiring strategy
  - Identify top performers
  - Be prepared
  - Mark salary range
  - Advertise where it matters
  - Develop corporate citizenship
  - Consider competition
  - Consider cover letters appropriately
  - Grade resumes
  - Conduct an Internet search
  - Use a panel
  - Interview more than once
  - Understand the selection process
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### MODULES

#### Lesson 1: Getting Started

- Housekeeping Items
- Pre-Assignment Review
- Workshop Objectives
- The Parking Lot
- Action Plan

#### Lesson 2: The Interview (II)

- Tell Me About My Company
- Distractions
- Interview More Than Once
- Wrap Up
- Case Study

### Lesson 3: Defining and Knowing the Position

- Know the Position
- Needs Analysis
- Job Analysis
- Task Analysis
- Case Study

### Lesson 4: Selection Process (I)

- Testing
- Look for Passion and Enthusiasm
- Background Checks
- Trust Your Instincts
- Case Study

### Lesson 5: Hiring Strategy

- Company Information
- Salary Range
- Top Performers
- Be Prepared
- Case Study

### Lesson 6: Selection Process (II)

- Education Level Vs
- Experience
- Have a Consensus
- Keep Non-Hires on File
- Checking References
- Case Study

### Lesson 7: Lure in Great Candidates

- Advertise Where Candidates Visit
- Develop Corporate Citizenship
- Treat Your Candidates Well
- Look at the Competition
- Case Study

### Lesson 8: Making an Offer

- Do it Quickly
- Employment Details
- Notify Rejected Candidates
- Be Creative
- Case Study

### Lesson 9: Filtering Applicants to Interview

- Put Lots of Weight on Cover Letters
- Grading Resumes
- Internet Search
- Initial Phone Interview
- Case Study

### Lesson 10: Onboarding

- Training and Orientation
- Mentoring
- 30-60-90 Day Reviews
- Make Them Feel Welcome
- Case Study

### Lesson 11: The Interview (I)

- Introduce Everyone
- Use a Panel
- Match the Interview to the Job
- Types of Questions
- Case Study

### Lesson 12: Wrapping Up

- Words from the Wise
- Parking Lot
- Lessons Learned
- Completion of Action Plans and Evaluations

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## WEB LINKS

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- [View this course online](#)
- [In-house Training Instant Quote](#)