

Hiring Manager Talent Acquisition Training

Introduction

With ever-evolving approaches to talent acquisition, more is being asked of both recruiters and hiring managers, to ensure that their organisation is able to access the best talent quickly.

Our training modules have been designed to inspire and develop Hiring Manager confidence and capability; ensuring that they can understand and demonstrate:

- The importance of Talent Acquisition as part of a broader business strategy
- Great screening and selection throughout the process (inc. interviewing)
- How to make good decisions
- How to forge a positive partnership with recruiters to achieve better outcomes
- Inclusivity as the norm
- How to provide a great candidate experience

Who is it for?

Anyone who has line management responsibility for, or is an integral part of hiring into their team. The course can be used as a standalone intervention, or to support an organisation's licence to operate model.

How it works

The whole course consists of 8 modules which can be:

- Delivered in person or virtually by an experienced trainer
- Accessed as online recorded versions

Why?

- Boost the reputation of your brand via the delivery of an optimal candidate experience
- Attract the best talent to support growth
- Improve cost and time efficiencies by making fully informed hiring decisions
- Improve hiring manager recruitment capability

Module 1

The Importance of TA and Your Role In It

What's TA and where hiring managers fit within it? What can go wrong. Benefits of getting it right. Positive partnering.

Module 2

The Positive Power of Inclusive Hiring

The positive impact diversity and inclusion has. Types of discrimination. Unconscious bias and mitigation.

Module 3

Understanding and Articulating Your Requirements

Articulating need over want. True essentials. What good looks like.

Module 4

Brand Advocacy

Reputation. Hiring Managers as brand ambassadors. Social media and networking.

Module 5

Attraction and Sourcing

Where to find talent. Good job adverts. The power of referrals.

Module 6

Screening and Selection

Deciding on criteria. The right approach to assessment. The P.E.R.F.E.C.T interview. Equal and fair processes.

Module 7

Offers and Onboarding

Effective offer management. Milestones. Everyone is ready for day one

Module 8

Candidate Engagement

The importance of a positive candidate experience. Rightful candidate expectations. Where, when & how to engage.

Bespoke options We can also deliver completely bespoke content based on your individual requirements.



If you'd like to know more, please contact tlc@thefirm-network.com