



*Training Course:
Aligning Talent Acquisition and Onboarding
Strategy*

*6 - 10 October 2025
Paris (France)*

Training Course: Aligning Talent Acquisition and Onboarding Strategy

Training Course code: HR235892 From: 6 - 10 October 2025 Venue: Paris (France) - Training Course Fees: 5500 € Euro

Introduction:

In the evolving landscape of human capital management, successful organizations understand that talent acquisition and onboarding are not two separate processes—they are two critical stages of one strategic journey. Aligning these functions creates a seamless experience that enhances employer branding, ensures role alignment, accelerates new hire productivity, and most importantly, contributes to long-term employee engagement and retention.

Recruitment is no longer just about filling vacancies—it's about attracting talent that fits your culture, values, and strategic direction. Similarly, onboarding is not a simple orientation—it's a structured and engaging process that enables new employees to become confident, competent, and connected contributors from day one. However, without alignment between these two functions, organizations risk losing valuable talent before they even begin to add value.

This five-day training program, [developed by Global Horizon Training Center](#), is designed to equip HR professionals, talent acquisition leaders, and organizational development teams with the tools and strategies to bridge the gap between hiring and onboarding. Participants will explore how to attract and select high-potential candidates, and how to transition them smoothly into productive roles through structured, engaging onboarding practices.

The program blends strategic frameworks with real-world applications, and emphasizes the importance of cross-functional collaboration between recruitment, HR, and management. Through interactive discussions, hands-on tools, and best practice sharing, participants will gain a deep understanding of how to build an integrated and impactful hiring-to-integration journey that drives performance, improves retention, and supports long-term organizational success.

Objectives:

By the end of this training, participants will be able to:

- Align recruitment strategies with organizational values and workforce planning
- Implement talent acquisition processes that attract high-fit candidates
- Design onboarding experiences that accelerate integration and engagement
- Strengthen collaboration between recruiters, HR, and line managers
- Use metrics and feedback loops to optimize recruitment-onboarding outcomes

Target Audience:

- HR Managers and Talent Acquisition Leaders
- Recruitment Specialists and Onboarding Coordinators
- Learning & Development Professionals
- Department Heads and Line Managers involved in hiring
- Organizational Development Practitioners

Methodology:

- Interactive expert-led sessions
- Case studies and group discussions
- Tools and templates for real-life application
- Role plays and scenario analysis
- Peer learning and best practice exchange

Outlines:

Day 1:

Strategic Talent Acquisition Frameworks

- Workforce planning and organizational alignment
- Defining strategic roles and competency-based profiles
- Modern talent acquisition lifecycle: from sourcing to offer
- Internal vs. external hiring: when and how to decide
- Overview of recruitment technologies and platforms

Day 2:

Employer Branding & Candidate Engagement

- Building and communicating a strong employer brand
- Enhancing visibility and attraction in competitive markets
- Designing candidate-centric application and interview journeys

- Digital marketing and social media for talent attraction
- Promoting diversity and inclusion in sourcing practices

Day 3:

Selection Processes and Hiring Excellence

- Interviewing techniques: behavioral, situational, and panel formats
- Candidate evaluation frameworks and decision-making tools
- Reducing bias in selection and improving fairness
- Legal and ethical considerations in recruitment
- Collaborating with hiring managers to ensure alignment

Day 4:

Onboarding Design and Delivery

- Objectives and outcomes of effective onboarding
- Key phases: Preboarding, Orientation, Integration
- Customizing onboarding for different roles and levels
- Manager involvement and cross-functional support
- Digital onboarding platforms and remote onboarding challenges

Day 5:

Integration, Retention, and Continuous Improvement

- Measuring onboarding success: KPIs and feedback loops
- Engaging employees early to reduce attrition
- Linking onboarding to performance and learning plans
- Case study: end-to-end onboarding strategy simulation
- Final workshop: Build your integrated recruitment-onboarding plan

Registration form on the Training Course: Aligning Talent Acquisition and Onboarding Strategy

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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