



*Training Course:  
Advanced Interview Techniques*

*23 - 27 June 2025  
Rome (Italy)*

## Training Course: Advanced Interview Techniques

Training Course code: HR235945 From: 23 - 27 June 2025 Venue: Rome (Italy) - Training Course Fees: 5750 € Euro

### Introduction:

In the modern world of talent acquisition, interviews are no longer simple conversations or informal evaluations – they are strategic tools that directly impact the performance, culture, and future success of an organization. With rising competition for top-tier talent and increasing emphasis on diversity, fairness, and data-driven hiring, organizations must go beyond basic questioning and adopt more advanced, structured, and insightful interview approaches.

This comprehensive training program, "[Advanced Interview Techniques](#)," is specifically designed to elevate the skills of HR professionals, recruiters, and hiring managers by equipping them with cutting-edge techniques and strategic methodologies for identifying and selecting the best candidates. Participants will explore a wide range of advanced tools – from behavioral and situational interviewing, to structured competency assessments, candidate scoring models, and legal compliance frameworks.

Through real-world case studies, interactive role plays, and practical workshops, participants will learn how to prepare for, conduct, and evaluate interviews that are not only effective but also aligned with organizational values and long-term strategic goals. This program also addresses key challenges such as minimizing bias, assessing potential vs. experience, and conducting interviews for senior and hard-to-fill positions.

By mastering these techniques, participants will be empowered to make more confident, consistent, and high-impact hiring decisions that drive performance, strengthen organizational culture, and support sustainable growth.

### Objectives:

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

- Apply advanced behavioral and competency-based interview techniques.
- Design structured interviews tailored to role requirements.
- Evaluate candidates objectively using scoring and decision matrices.
- Minimize unconscious bias and improve interviewer consistency.
- Handle difficult or high-stakes interviews with professionalism.
- Ensure compliance with legal and organizational guidelines.

### Target Audience:

- HR Managers and HR Officers

- Talent Acquisition Specialists
- Recruitment Consultants
- Line Managers involved in hiring
- Team Leaders and Department Heads
- Anyone involved in advanced interviewing and selection processes

## Course Methodology:

- Interactive presentations
- Real-case simulations and role plays
- Group discussions and peer evaluations
- Interview design workshops
- Practical exercises and feedback sessions

## Outlines:

### Day 1:

#### Interviewing Fundamentals - A Strategic Overview

- The role of interviews in the overall hiring process
- Modern recruitment challenges and the evolving candidate landscape
- Types of interviews: structured, unstructured, panel, stress, etc.
- Overview of behavioral and competency-based interviews
- Common interviewer mistakes and how to avoid them

### Day 2:

#### Structuring the Interview Process

- Defining job competencies and role requirements
- Designing structured interview guides
- Creating effective interview questions behavioral & situational

- Using scoring rubrics and candidate evaluation forms
- Pre-interview preparation and stakeholder alignment

#### Day 3:

##### Advanced Questioning & Listening Techniques

- The STAR and CARL techniques for probing deeper
- Reading verbal and non-verbal cues
- Managing silence, deflections, and evasive responses
- Strategies for uncovering motivations, potential, and red flags
- Real-time role play: advanced questioning simulation

#### Day 4:

##### Evaluating Candidates & Reducing Bias

- Methods for objective evaluation and decision-making
- Avoiding unconscious bias and halo effect
- Group interviews vs. panel interviews: benefits and risks
- Collaborative hiring: engaging multiple stakeholders
- Practice session: scoring candidates using real scenarios

#### Day 5:

##### High-Stakes Interviewing & Legal Considerations

- Interviewing for senior roles and leadership positions
- Managing difficult candidates or sensitive topics
- Ensuring compliance with labor laws and anti-discrimination policies
- Documenting interviews and maintaining confidentiality
- Final group exercise: conducting a full advanced interview simulation

## Registration form on the Training Course: Advanced Interview Techniques

Training Course code: HR235945 From: 23 - 27 June 2025 Venue: Rome (Italy) - Training Course Fees: 5750  
€ Euro

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

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
Position: .....  
Telephone / Mobile: .....  
Personal E-Mail: .....  
Official E-Mail: .....

### Company Information

Company Name: .....  
Address: .....  
City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
Position: .....  
Telephone / Mobile: .....  
Personal E-Mail: .....  
Official E-Mail: .....

### Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
- ☐ Please invoice me
- ☐ Please invoice my company

### Easy Ways To Register

Telephone:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
booking form with cheque  
to: Global Horizon  
3 Oudai street, Aldouki,  
Giza, Giza Governorate,  
Egypt.