



*Training Course:  
Strategic Talent Acquisition & Interviewing  
Excellence*

*21 - 25 June 2026*

*Cairo (Egypt)*

*Holiday Inn & Suites Cairo Maadi, an IHG Hotel*

## Training Course: Strategic Talent Acquisition & Interviewing Excellence

Training Course code: HR236506 From: 21 - 25 June 2026 Venue: Cairo (Egypt) - Holiday Inn & Suites Cairo Maadi, an IHG Hotel Training Course Fees: 3750 € Euro

### Introduction

In today's highly competitive business environment, organizations must adopt strategic and modern approaches to talent acquisition in order to attract, assess, and retain high-performing professionals who can contribute to sustainable organizational growth and operational excellence. Effective recruitment and interviewing processes are no longer limited to filling vacancies; they have become strategic functions that directly influence organizational performance, culture, innovation, and long-term success.

Designed by Global Horizon Training Center, this comprehensive training program aims to equip hiring managers, HR professionals, recruiters, and organizational leaders with advanced strategies and practical methodologies in talent acquisition and interviewing excellence. The program focuses on enhancing the participants' capabilities in workforce planning, competency-based recruitment, behavioral interviewing, candidate assessment, employer branding, and strategic hiring decision-making.

The program also addresses the latest global trends in recruitment, including data-driven hiring, diversity and inclusion, candidate experience management, structured interviewing frameworks, and alignment between talent acquisition practices and organizational objectives. Through practical exercises, case studies, interview simulations, and interactive discussions, participants will gain the confidence and expertise needed to conduct professional, objective, and high-impact recruitment processes.

By the end of this program, participants will be able to develop strategic hiring approaches that improve recruitment quality, reduce hiring risks, strengthen organizational culture, and ensure alignment between talent acquisition efforts and business goals.

### Objectives

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

- Understand the strategic role of talent acquisition in organizational success
- Develop modern and competency-based recruitment strategies
- Conduct professional and structured interviews effectively
- Apply behavioral and situational interviewing techniques
- Improve candidate evaluation and selection processes
- Align hiring practices with organizational standards and culture
- Enhance employer branding and candidate experience
- Reduce recruitment bias and improve objectivity in hiring decisions

- Utilize modern tools and technologies in recruitment and interviewing
- Strengthen collaboration between HR departments and hiring managers
- Improve workforce planning and talent pipeline development
- Make data-driven and evidence-based hiring decisions

## Course Methodology

This training program utilizes a highly interactive and practical learning approach designed to maximize participant engagement and real-world application. The methodology includes:

- Interactive instructor-led presentations
- Practical workshops and group exercises
- Real-life recruitment case studies
- Behavioral interview simulations
- Role-playing and mock interview sessions
- Candidate assessment activities
- Group discussions and brainstorming sessions
- Talent acquisition strategy development exercises
- Video-based learning and analysis
- Performance feedback and coaching sessions

## Organizational Impact

Organizations attending this program will benefit through:

- Improved quality of recruitment and hiring decisions
- Stronger alignment between recruitment practices and business strategy
- Reduced employee turnover and hiring risks
- Enhanced employer reputation and candidate experience
- More objective and structured interviewing processes
- Increased effectiveness of hiring managers and HR teams

- Better workforce planning and succession readiness
- Stronger organizational culture through strategic hiring
- Improved diversity, equity, and inclusion practices
- Increased operational efficiency in recruitment processes

## Target Audience

This program is designed for:

- Hiring Managers
- HR Managers and HR Business Partners
- Talent Acquisition Specialists
- Recruitment Officers and Coordinators
- Department Heads and Team Leaders
- Organizational Development Professionals
- Workforce Planning Specialists
- Learning & Development Professionals
- Senior Executives involved in recruitment decisions
- Anyone responsible for interviewing, recruitment, and talent selection

## Course Outline

### Day 1: Strategic Foundations of Talent Acquisition

- The Strategic Role of Talent Acquisition in Organizational Growth
- Modern Trends and Challenges in Recruitment
- Workforce Planning and Talent Forecasting
- Aligning Recruitment with Organizational Objectives
- Building Competency-Based Recruitment Frameworks
- Understanding Organizational Culture and Hiring Alignment
- Employer Branding and Talent Attraction Strategies

- Developing Effective Job Descriptions and Role Profiles
- Recruitment Ethics and Professional Standards
- Introduction to Structured Interviewing Models

#### Day 2: Recruitment Planning & Candidate Sourcing Excellence

- Strategic Recruitment Planning Techniques
- Internal vs External Recruitment Strategies
- Talent Sourcing Channels and Digital Recruitment Platforms
- Social Media Recruitment and LinkedIn Strategies
- Building Talent Pipelines and Candidate Databases
- Screening and Shortlisting Best Practices
- CV and Resume Evaluation Techniques
- Identifying High-Potential Candidates
- Managing Recruitment Metrics and KPIs
- Enhancing Candidate Experience Throughout the Hiring Process

#### Day 3: Interviewing Skills & Behavioral Assessment

- Fundamentals of Effective Interviewing
- Structured vs Unstructured Interviews
- Behavioral Interviewing Techniques STAR Method
- Competency-Based Interviewing
- Situational and Scenario-Based Questions
- Communication and Active Listening Skills for Interviewers
- Effective Questioning and Probing Techniques
- Detecting Inconsistencies and Red Flags
- Interview Documentation and Evaluation Forms
- Practical Mock Interview Exercises

#### Day 4: Advanced Candidate Evaluation & Hiring Decisions

- Advanced Assessment and Selection Techniques
- Evaluating Technical and Behavioral Competencies
- Psychological and Personality Assessment Basics
- Reducing Bias and Improving Objectivity in Hiring
- Diversity, Equity, and Inclusion in Recruitment
- Collaborative and Panel Interviewing Techniques
- Decision-Making Models for Hiring Managers
- Risk Management in Recruitment
- Negotiation and Job Offer Management
- Recruitment Compliance and Legal Considerations

#### Day 5: Building a High-Performance Talent Acquisition Strategy

- Developing Long-Term Talent Acquisition Strategies
- Recruitment Analytics and Data-Driven Hiring
- Artificial Intelligence and Technology in Recruitment
- Talent Retention and Onboarding Integration
- Succession Planning and Leadership Talent Identification
- Building High-Performance Recruitment Teams
- Measuring Recruitment Effectiveness and ROI
- Action Planning for Recruitment Improvement
- Final Group Workshop and Recruitment Strategy Simulation
- Program Review, Evaluation, and Closing Discussion

## Registration form on the Training Course: Strategic Talent Acquisition & Interviewing Excellence

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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  
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