Global Horizon
TRAINING CENTER

Conference:
Recruitment and Selection: Methodologies & Techniques

6 - 10 June 2027
Istanbul (Turkey)
DoubleTree by Hilton Istanbul Esentepe

Conference:
Recruitment and Selection: Methodologies & Techniques

Conference code: CO8211 From: 6 - 10 June 2027 Venue: Istanbul (Turkey) - DoubleTree by Hilton Istanbul Esentepe
Conference Fees: 6300 Euro

Introduction

Recruitment and selection can be a very expensive and time-consuming process, however, there is evidence that employing the latest recruitment and selection methodologies and techniques increase the likelihood of successfully recruiting the best candidate for any intended role.

The program will explore a number of techniques that will most certainly transform your competence as a recruiter or interviewer in either recruitment/selection or development and appraisal opportunities.

Objectives

- To examine numerous interviewing techniques and practice the process of behavioral or targeted interviewing.
- Discuss potential outcomes when using a variety of approaches to recruitment and selection
- Consider a variety of techniques and methodologies to differentiate the excellent from the average candidate using Competency frameworks
- Explore the appropriate use of various psychometric tests including general ability and attributes tests.
- Experience the use of Myers Briggs MBTI and review SHLs OPQ 32 reporting material including feedback on personality questionnaires
- Understand the benefits of developing an assessment center to test candidates against future job requirements
- Examine various Emotional Intelligence EI tools to test the potential of the candidates including Daniel Golemans research and theory
- Develop your influencing skills by making persuasive presentations of key requirements in planning recruitment/selection campaigns
- Practice all of the techniques to achieve understanding and competence in a friendly and supportive environment

Target Audience

This program is designed for:

- HR Managers and HR Business Partners
- Recruitment and Talent Acquisition Specialists

- Hiring Managers and Line Managers involved in selection decisions
- Interviewers and Selection Panel Members
- Organizational Development and HR Development Professionals
- Training and Development Specialists involved in assessment and appraisal
- Psychometric Assessment Practitioners and HR Analysts
- Assessment Center Designers and Facilitators
- Senior and Middle Managers responsible for workforce planning and staffing
- Professionals seeking to improve interviewing, selection, and candidate evaluation skills

Outlines

Day 1: The Recruitment and Selection Process

- Introductions, program objectives and ways of working
- The key elements, competencies and person specification
- The five types of interview styles
- The principles of conducting a targeted interview
- Review of day one and links to day two

Day 2: Interviewing in action, exploring the outcomes

- Developing rules of evidence for assessment
- Coding example 1: The rules of coding and syndicate exercise
- The interview process, and practice session 1
- Targeted interview practice session 2
- Review of day two and links today three

Day 3: The use of psychological test data in the Recruitment process

- Coding example 2 + syndicate exercise
- Examining the results including standardization and drawing conclusions - syndicate exercise
- Review of psychometric tests available in the selection and recruitment process
- Analyze and complete the MBTI Personality questionnaire
- The increasing use of Emotional Intelligence in the Recruitment process - Daniel Goleman□s model
- Additional insights into personality profiling including the case study
- Administration and guidelines for the use of psychometric testing

- Review of day three and links today four

Day 4: Dealing with the results, drawing conclusions, and feedback

- Application of psychometric tests including the use of a type indicator MBTI and putting feedback into context
- Best fit analysis and demonstration
- The four scales, what do they mean? - syndicate exercises
- Recruitment and selection results and employing them as a development tool
- Review of day four and links today five

Day 5: Design and deployment of Assessment Centres

- The latest techniques in advertising for vacancies - syndicate exercise
- How to shortlist, avoiding bias and lots of hard work
- Examination of an assessment center approach - training of the assessors
- Deciding on the tools and techniques to use in the assessment and what are the consequences
- The resources required in order to run a successful recruitment or selection process
- End of program review, presentation of certificates and CPE points

Registration form on the Conference:
Recruitment and Selection: Methodologies & Techniques

Conference code: CO8211 From: 6 - 10 June 2027 Venue: Istanbul (Turkey) - DoubleTree by Hilton Istanbul Esentepe Conference Fees: 6300 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.