

## Hiring: A Practical Guide for Selecting the Right People



A great organization cannot be built without great people. How many organizations are as rigorous about hiring or as comfortable evaluating job candidates as they are deciding on an investment proposal?

The all-too-common reality is that too many companies do not invest in ensuring a well-designed and implemented hiring process.

This module teaches learners who may be involved in the recruiting and selection process for their organization the knowledge and skills necessary to hire the right people for their organization and includes access to over a hundred competency-based interview questions.

### Learning Outcomes

1. Develop a recruiting strategy.
2. Apply the appropriate laws associated with the hiring process.
3. Evaluate different tools used for candidate assessment.
4. Prepare for a candidate interview.
5. Incorporate the organization's mission, vision, and values into the selection process.
6. Conduct a candidate interview.
7. Ask the right questions of a candidate.
8. Develop a hiring selection process.

### Recommended Learners

- Undergraduate Students
- Graduate Students
- For anyone involved with the hiring process and selecting the best candidate for a position.

**Why is the challenge of identifying and using hidden opportunities difficult for leaders?**

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They require mental leaps few leaders can generate.

They generally require changes in the firm's identity, and employees resist such change.

Investors may not respond well to the shifts, leading to negative consequences.

All of the above.

SUBMIT

*An example of a learning event in our Leading Edge Learning modules. The types of instructional content within the modules include: readings, videos, transcripts, audios, interactive questions, offline application exercises, flash cards, narrated presentations, matching exercises, relevant articles, downloads, a final exam, and other activities designed to engage learners based on recognized science of learning educational concepts.*

### Applications and Best Practices

- ✓ Professional development for continuing education or refresher of skills.
- ✓ Learn the legal environment of hiring.
- ✓ Learn how to design and implement a rigorous selection process.
- ✓ Integrate in a human resource or management course.
- ✓ Select competency-based interview questions.
- ✓ Incorporate mission, vision, and values into recruiting practices.
- ✓ Determine the most important competencies.
- ✓ Develop skill sets of working professionals.

### Pricing

Module is Approximately 12-15 Learner Hours

1-100 Learners per Year  
\$150 per Learner

101-500 Learners per Year  
\$140 per Learner

500+ Learners per Year  
\$130 per Learner