

## Case Study

# Recruitment & Selection Training for Hiring Managers

### Introduction

Our client, a global industrial gases organization with over 18,000 employees across offices in 28 countries was seeking a firm to develop and facilitate a customized program to train their Hiring Managers:

- With the skills, tools and confidence to be successful with recruitment.
- To enhance their engagement and participation within the Recruitment process.
- To enable them to make better hiring decisions for their business.

### Our Solution

The Talent Company's training and development experts partnered with our client to create a customized training program that mirrored the recruitment practices and processes of our client's. The program was developed to look and feel like an in-house developed program facilitated by recruitment industry experts.

The customized content included:

- Why hiring the right talent for your organization is critical and the importance of their role as a hiring leader.
- The importance of a positive candidate experience.

- Understanding the current and future labour market trends.
- Effectively leveraging a leader's networks and talent communities.
- Effective interviewing practices including competency-based behavioural interviewing.
- Effectively selling candidates on the role and appropriately representing the value proposition for your organization.
- Making the final hiring decision, the offer and closing the candidate.

Every hiring manager was equipped with a customized training manual providing them with the program information whenever they require it.

The Talent Company facilitated over twenty ½ day Hiring Manager Recruitment and Selection workshops for our client over a 12 month period.

Today, The Talent Company continues to deliver these workshops once every quarter to the new hiring managers within the organization.

The Talent Company is a management consulting firm that specializes in human resources solutions. We enable organizations to achieve superior business results through the strategic acquisition, management and elevation of talent. Our organization is comprised of leading human resources, compensation, talent, recruitment, and leadership experts with proven track records of consulting and corporate success.

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