

Leading for Performance: Interviewing for Selection

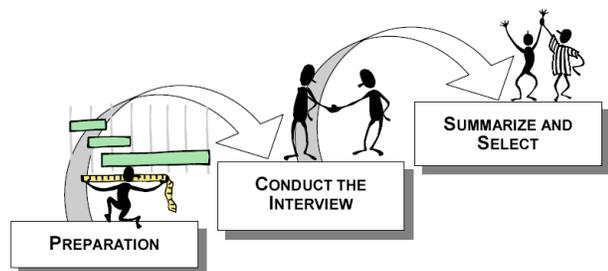


Organizations always look to avoid the wasted efforts and high costs, which is generally estimated as 25–200 percent of annual salary, associated with making a “bad hire.” To ensure they hire or promote the right person for the job, organizations need a predictive and performance-based employee selection process that links directly to business strategy.

Leading for Performance: Interviewing for Selection (LFP-IFS) is structured around the Behavioral Interview Process. This model provides the knowledge, tools, and confidence managers need to prepare for, conduct, and evaluate behavioral interviews.

The program emphasizes self-sufficiency as participants learn how to develop their own interview questions and objective, fair evaluation criteria.

Behavioral Interview Process



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Program Outcomes

LFP-IFS enables organizations to gain a competitive advantage by using an effective process for selecting new employees and promoting current employees. Leaders can conduct legally appropriate interviews following the Behavioral Interview Process, while avoiding the costs of hiring mistakes.

Learning Approach

LFP-IFS is delivered as a one-day instructor-led module that can be facilitated by Wilson Learning or by a leader-trained in-house professional. This enables:

- Face-to-face interaction among participants and with the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

Enabling Improved Performance

LFP-IFS features a Behavioral Interview Planner and Job Aid Card so participants can fine-tune and apply their newly acquired skills and behaviors on the job. Involving managers and training them to coach is important for successful implementation.

As an option, individual coaching or organizational consulting is also available to further support early efforts or confirm the effectiveness and legality of internally developed processes.

Measurement and Evaluation

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

Key Learnings Are . . .

Preparation

Conduct the Interview

Summarize and Select

Your Leaders Will Be Able To . . .

Identify the right qualities and behaviors

Conduct a fair interview and follow the Ask-Listen-Record process

Score the interview, compare and rank, and conduct a meeting for consensus

Continued

This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities and can be integrated with your processes.