

# COMPETENCY BASED INTERVIEWING

08 May 2024 10:00 AM - 08 May 2024 05:30 PM

## Brief Overview:

The most important skill a Manager should possess is their ability to identify the right candidate for their team. Great team is made of great people and it is the responsibility of the leader to set their team first. What is the basis on which we identify the right person for selection. Competency based Interviewing techniques will help us to get the right candidate.

This workshop will focus on understanding the various Interviewing techniques and learn the skills of Behavioural Event Interviewing (BEI).

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## Session content:

- 1. Pre-Interview Preparations
  - 1.1. Getting the JD for the position
  - 1.2 Understanding the profile of the candidate
  - 1.3 Identifying the competencies required for the position
  - 1.4 Preparing the questions to be asked
  - 1.5 Alloting time and creating the right atmosphere.
  
- 2. Behavioural Event Interviewing
  - 2.1. Ice breaking questions
  - 2.2. Explaining the expectations from the company
  - 2.3. Asking the relevant BEI questions

2.4. Active Listening

2.5. Mock Interviews

3. Assessing the Candidates

3.1. Using STAR technique for assessments

3.2. Avoiding Biases in decision making

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## For Whom:

- All Managers who regularly conduct interviews and make selection decisions.

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## Key Takeaways:

At the end of the course, you will be able to understand Benefits of Competency-based Interviewing and Put to practice some of the concepts learned Able to be more objective in selecting the candidates

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## Facilitator profile:

B NATARAJAN

Natarajan B is a seasonal HR Professional with 29 years of cross-cultural expertise in people management and innovative HR solutions. He holds degrees in Mathematics and Production Technology, along with a Master's in Human Resource Management. Formely Vice President of HR at Apollo Group and PPN Power Generation, and General Manager HR at Tebma Shipyards and KONE Elevator, Natarajan is now establishing his own executive coaching practice.

As a Associate Certified Coach (ACC) with the international Coaching Federation, Natarajan is committed to transormational leadership. He's also skilled in virtual facilitation and competency-based HRM. Actively involved in professional associations like ISTD and MMA, Natarajan contributes as a visting faculty at MSSW and seves as Director for Learning & Development at ICF Chennai Charter Chapter.

## Fee Details:

- **Fee Details**

- Member amount : Rs 0.00- (Including 18%GST)
- Non Member amount : Rs 0.00- (Including 18%GST)
- Total Member count :