

Selecting for Organizational Fit

Workshop Synopsis:

This workshop focuses on tools that increase the fit factor through more effective alignment between the job seeker's talents and the organization's needs.

Ideal Participant:

All supervisors, managers, and leaders who wish to enhance their ability to select individuals who are a fit with the work environment and organizational

Prerequisites:

Some experience in the recruiting and selection process

Length of Workshop:

1 - 2 days

Workshop Materials & Resources:

Participant workbook and other instructional materials
(Customized to meet various levels of individual and group needs)

Upon completion of this workshop, each participant will be able to:

- Design a targeted job profile
 - Assess and profile organizational culture
 - Develop a customized interview protocol
 - Understand and practice behavioral event interviewing
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Competencies Addressed:

- ✓ Active listening
- ✓ Systematic thinking
- ✓ Assessing non-verbal behavior
- ✓ Critical evaluation