



T. V. RAO LEARNING SYSTEMS PVT. LTD.

Announces a 2-Day Workshop

In

“Competency Based Interviewing”

October 26th – 27th,
2017
In Bangalore
(Non-residential)

22nd

SUCCESSFUL YEAR IN CONSULTING

Celebrating over two decades of learning & contributions

Behavior Event Interviewing

- Organizations striving for excellence leverage on their talent, to perform, grow and compete. Identifying, nurturing and recognizing people strengths and capabilities has today become an imperative for the organizations that strive to make the difference.
- As organizations look for simple and reliable methods of Competency Assessment, it becomes all the more important to appreciate the value of simple and effective Behavior Event Interviews
- TVRLS has designed and successfully used BBII (Biographic Behavior Incident Interview), a structured interview tool based on the Behavior Event Interview Method for assessment of competencies in a variety of situations and found it to be a surprisingly simple but effective tool. This program is meant to train interested participants in the use of this tool for Competency assessment to recruit and select talent.
- BBII consists of a specially designed biographic format, which forms the basis for interviewing, and comprises a manual of detailed instructions on how to conduct the BBII.

PROGRAM OBJECTIVES

- To understand the role of Biographic Behavior Incident Based Interview methodology and evaluate its advantages over comparable Behavioral Event Interview Methods.
- To develop skills in using BBII for a host of scenarios from competency mapping to interviewing.
- Learn how to improve your recruitment focused interviewing methods by several notches.

BBII provides scope for in-depth probing of predetermined competencies in competency focused interviewing situations, and can be trusted to enhance reliability and validity of Assessments over traditional interview methods.

WHO SHOULD ATTEND?

- Any Manager/Recruiter interested in talent identification and assessment and all those who participate in campus recruitment, promotion interviews, Assessment Centers, etc.

Program Outline

Role of Interviewing on overall employee branding
Interviewing skills - selection process, stages and techniques of interviewing and checklist for interviewing.
Introduction to competencies
Need for competencies in interviewing
Behavioral event interviewing technique
Qualities of an Interviewer
Probing, Observation and Recording: Demonstration and practice
Experiential learning: Observation and critique
Learning review, Action planning and sharing by participants

What will the Workshop Deliver?

After having gone through this workshop, participants will be able to:

- ▶ Appreciate the art and science of competencies.
- ▶ Competencies as a base for recruiting the right candidates for the right job.
- ▶ Design a format/ template that can be readily used in-house
- ▶ Learn practical skills and able to apply in the organization

INVESTMENTS

Rs. 20,000/- per participant (Non-residential) + GST @ 18 % for attending the 2 day workshop. Total fees is Rs.23,600/-. This includes:

- ▶ Course material
- ▶ Evaluation and certification

NOMINATIONS

T.V Rao Learning Systems Pvt. Ltd
No. 1739, 9th Cross Road,
Opposite Nilgiris Supermarket
J.P. Nagar II Phase
Bangalore 560 078
Phone: 080-65975191, 26494919
E-mail: tvrlsblr@gmail.com

LAST DATE FOR SENDING IN NOMINATIONS: Sept 1st, 2017

LEARNING METHODS

- Reading Material
- Exercises & Role Plays
- Learning through videos
- Experience Sharing by faculty during the contact workshop

ABOUT TVRLS

Set up in 1996 by Prof. T.V.Rao in Ahmedabad, TVRLS is an expression of over four decades of experience, study, review, reflection and action combined with a desire to discover more about the behaviour of people in different settings and developing ways of making them give their best.

TVRLS has developed-in-depth expertise in the area of HRD audit as a tool for Organization Development, Performance Management System, and 360DF, Assessment Development Centers, Psychological Instrumentation, OD initiatives, Organizational Climate Surveys, Institutional Renewal exercises, designing and Implementing HR Systems, TM.