



TVRLS

Talent Management & Organization
Development

Competency-Based Interviewing Skills with Focus On Behavioral Event Interviewing



Action-Oriented Workshop by TVRLS

Weekend Virtual Program.

Batch 6th commences on July 18, 2026

About the Program

“We hired on Aptitude and Fired on Attitude”

Organizations striving for excellence leverage their talent to perform, grow and compete. Identifying, nurturing and recognizing people’s strengths and capabilities has today become an imperative for the organizations that strive to make a difference.

One of the most effective ways to arrest faulty hiring is to train Line managers and HR Executives to learn and practice a more accurate technique to select the right candidate for the right job. This is where the technique of ‘Competency Based Interviewing’ can play a big role in helping organizations hire the right candidates who can then be groomed into senior leadership positions

Program Objectives

1

Help participants appreciate the role and responsibility of an interviewer in the selection process.

2

Equip participants with the following skills: Probing, Observing, Recording, Classifying, and Evaluating potential candidates to ensure effective contribution in the selection process

3

Give a hands-on experience and equip participants with the required know-how and skills to conduct competency-based interviews more effectively

INVESTMENTS

- Rs. 16,000 per participant (Virtual Classroom) + GST 18% or as applicable.
- The course fee for International participants is US\$ 300

PROGRAM DATES

July 18 and 19, 2026 (Virtual Classrooms)

Saturday: 09.00 am to 01.00 pm (4 hours)

Sunday: 09.00 am to 12.00 PM (3 hours)

Program Structure

4 modules covered across two Virtual Classrooms of 3-4 hours duration each.

MODULE 1

Introduction to Competencies and

- The what, why and how of competencies
- Behaviour Indicators

MODULE 2

Introduction to Competency-Based Interviewing

- Key steps in Competency-Based Interviewing
- Creating an evaluation framework

MODULE 3

Behavior Event Interviewing

- BEI versus other Interviewing techniques
- Process of conducting a BEI
- Role of an Assessor-Practice session in Observing, Recording, Classifying and Evaluating.
- Qualities of an Interviewer
- Mock BEI

MODULE 4

Practicing BEI and Learning review, Action planning and sharing by participants

- Discussion on integration of BEI with current selection processes
- Developing a set of leading questions for BEI to be used in the actual interview

Learning Methods

1. Virtual Classroom conceptual sessions
2. Video-based training for Observing and Recording
3. Process Observations
4. Experiential Learning, Role Plays on Zoom platform
5. Practice, Fine-tuning and feedback
6. TVRLS will design a manual for use in the workshop and as a takeaway for the participants. This manual will be sent via email before commencement of the program through courier.
7. Reading Materials

Program Material

- Behaviour Event Interview Working Manual
- Career History Form
- Articles & Readings

The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard RSBCM method for Competency Mapping)

Other Programs by TVRLS

Certificate Programs

1. Designing & Implementing Assessment Development Centres
2. Strategic Performance Management Systems
3. Psychometric Testing
4. HRD Audit 2500™ Points
5. Designing and Developing Effective Training Programs

Workshops

1. Creating Individual Development Plans
2. Culture Building the Organizational Muscle
3. Self-Discovery
4. Introduction to Coaching
5. Effective Mentoring
6. Design Thinking
7. Psychology Applied to Work Life
8. Working with Gen Z
9. Design Thinking for Innovation

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

Contact Us At

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