

Master class:

Innovative insights and practical tools for recruiting the right candidates

Sylvia Zachariah
World Class Consultant

Dates 2nd & 3rd December 2019

From 08:30 to 16:45

Language – English

Venue –The Landmark–Nicosia



About the Master class

Are you ready for the new world? - The world of HR is changing rapidly. Skills are in short supply; businesses are under pressure and technology is encroaching on new areas. HR is seen as the procurer of people and asked to get on with it. But **where to find the right people** that give your organization the cutting edge? **How to identify the stars of the future?** Where to find people to fill hard to fill roles? HR is expected to have all the answers and solutions. This seminar is designed to give the 'power back' to HR.

This training program aims to step beyond the ordinary. Identify new ways, strategies and effective HR approaches to help address this pressing problem. HR needs a sophisticated tool box and this is what this seminar aims to provide you with. For this we will look at the pros and cons of different recruitment approaches; the use of **electronic tools in recruitment** and selection; **Blockchain** what it is and does; the use of **psychometric testing/profiling** and **assessment centers**.

Look at what principles and practices World Class Companies are using involving innovative recruitment and selection processes to address skills and capability short comings in the labor markets as the war for talent is heating up.

Aims of the Master class

Professionals will walk away from this two-day seminar with:

- Understanding the difference between the benefits of traditional criteria for recruitment and the attitudinal/ behavioral approach
- The most effective ways of finding resources to meet organizational needs
- A better understanding of the technology out there already and under development
- Learn from World Class Companies who are already doing it
- The knowledge – tools and techniques for immediate application in their organizations

Programme Structure

Part 1 – TWO DAY TRAINING SEMINAR 2nd and 3rd December 2019– The Landmark – Nicosia

Part 2 – SITE VISIT

The company of each person who attends the two-day Seminar is expected to subscribe to a half-day session of 4 hours, in the second stage of the program. The instructor will visit each company and spend time working with those who attended the Seminar, and, where appropriate, with their senior colleagues.

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Benefits of Attending

By the end of this seminar participants should be able to:

- Review problems and issues currently impacting on the approach taken to recruitment and selection
- Align new HR approaches to the business strategy – goals and objectives
- Highlight the benefits, threats and opportunities that cutting-edge technology and AI may offer HR to operate on another level
- Determine the most feasible approach for your organization
- Build and execute your implementation plan



Who Should Attend

Directors, Human Resource Managers, Senior Managers, Finance Managers, and other managers / officers who have responsibilities for managing, training and developing staff and /or have an involvement in shaping HR strategy.

Issues to be Addressed

- **Why do we need to look at recruiting employees differently?**
- **What are the tools available to hire better?**
- **What is artificial intelligence (AI) and how is it utilized for recruitment now?**
- **Blockchain – explained**
- **Group Work** – Issues and potential actions – what effective organization do – identify what to use when
- **Social Media and its role in recruitment**
- **Group Work** – How to use social media
- **Assessment centers for recruitment and selection**
- **The importance of person specifications and job descriptions**
- **What is talent and why organizations need it**
- **Group Work** – not everybody has talent – best practice examples of leading organizations
- **The role of tests and suitability psychometric and personality tests**
- **Attitude tests**
- **The role of HR and opportunities**
- **Case study workshop** – Using tests to select
- **The role of managers in the approach and execution of recruitment and selection**
- **Use of competency based interview and strengths based interviews**
- **Steps to set up new recruitment practices**

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Programme Leader

Sylvia Zachariah - World Class Consultant

A successful consultant, practitioner and Investors in People Assessor. Throughout her professional life, she gained practical and academic insights, which now conveys to audiences in a way that enthuses and empowers them to want to implement better approaches. Her Investors In People work provides direct and indirect consultancy support. She has worked with a wide range of organizations across all sectors, which has taught her a great deal about how to do things well and what excellence should look like



In previous work she gained practical experience as Operations Manager, HR Manager and Director. She lived and worked in many countries including the USA / Singapore / India / Lebanon / Thailand and Spain, she has gained an excellent understanding of cultural differences and that "one size – does not fit all", which is invaluable when sharing knowledge and experience. She approaches her training and hands-on support in a pragmatic way – using academic knowledge, but contextualizing it in a practical way so that business and individuals can actually apply this knowledge to the benefit of their organization.

Her seminars are aimed at providing tangible benefits, stimulus, knowledge and challenge, to encourage people to strive for continuous improvement

ZERO Cost Master Class

The training program approved, by the Human Resource Development Authority (HRDA), as a vital importance seminar and is fully subsidized to eligible organizations that meet the HRDA criteria.

The Masterclass is addressed only to OEB's members.

APPLICATION FORM

SURNAME / NAME	POSITION	I.D. NO	Mob. Phone NO
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____

COMPANY / ORGANISATION

Company's Name: _____ Social Insurance No: _____

Contact Person _____ e-mail _____

Address: _____ Post Code: _____

P.O.Box: _____ Post Code: _____ District: _____

Tel.: _____ Fax: _____ No. of Employees: _____



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