Employing Top Talent

INSTRUCTOR-LED COURSE

Talent is the strongest predictor of performance in any role. Placing talent at the core of your human capital strategy is critical to successfully attracting, retaining and engaging your current and future employees. But where do you start?

As a manager, the most important decision you make is whom you hire.

This course will focus on what you can do immediately to increase the likelihood of hiring employees who will remain engaged in your organization and perform with excellence.

Who Should Attend

This course is intended for hiring managers. Recruiters, influencing hiring partners, human resources business partners, supervisors and managers of managers are also invited to attend. If you are looking for the latest research, proven strategies and best practices for attracting, interviewing and hiring, this course is for you.

What You Can Expect

During this two-day intensive course, Gallup will share its latest research, strategies and best practices for attracting, interviewing and hiring individuals with the right talent who fit the role, the manager’s style, the team, and the organization.

As a result of this course, each participant will be able to:

• identify what matters most in the selection process
• recognize biases and steer clear of the biggest hiring mistakes managers make
• use Gallup’s Further Insight Into Talent (FIT) Listening Guides to conduct interviews
• discover how to better listen to candidates and interpret their answers
• make more informed hiring decisions

In addition to receiving a learning journal with advice and analytics, participants will use and leave with Gallup’s FIT Listening Guides to support hiring managers in making future hiring decisions. This two-day course is packed with best practices to help participants more confidently and effectively hire to create and sustain engagement and performance.

Program Format

Two-day course

Course Overview

Day One

Talent Is Your Access to Performance
Talent Relies on Fit
The Power of Great Questions
The Effects of Glare Factors and Biases

Day Two

Three Phases of Selection
Sourcing and Messaging
Gallup’s Further Insight Into Talent (FIT) Listening Guide
Hiring for Talent and Fit

This course is conducted at Gallup locations worldwide. Gallup can also deliver this course at your location for groups of 15 or more. Visit http://courses.gallup.com for upcoming dates, locations and tuition information.