



# **HIRE TO SUCCEED**

**Leveraging Behavioral Event Interviewing**

Outsmart your biases and  
enhance your  
effectiveness for  
selecting the 'Best Fit'  
talent



**Certification Program - Brochure**

Do any of these experiences sound familiar while interviewing potential candidates?

- Took a biased (unconscious) decision and regretted it later?
- Took a decision based on your intuition or gut feeling?
- Fell prey to Fake Personas? Wished you had better ability to read people accurately?
- Failed to get all the information you needed prior to the interview
- Failed to get credible information to assess who is a best “fit”

The Outcome?

Errors During Selection Hiring Gone Wrong!

Type A (recruiting someone who does not fit into the role and organization)

Type B (rejecting someone who fits into the role and organization)

# Why Behavioral Event Interview?

Use Behavioral economics to address irrational human behavior in light of limited cognitive capacity and inherent cognitive failings



- Evidence based approach to understand patterns consistently leads to a reliable conclusion
- Reduce the cognitive biases that tend to color hiring decisions resulting in poor choices that cause regret in the long run
- Limits impulsive decisions & avoids gut based decisions

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## For Whom?



This program is aimed at entry and middle level people managers and hiring managers, including talent acquisition experts.



# HIRE TO SUCCEED

## What will you gain?

Increase your effectiveness to hire the right talent & build capability to conduct effective structured BEI's:

- Identify the critical competencies for success in a role
- Map the essential competencies to right set of Behavioral Interviewing questions
- Objectively evaluate candidates on competencies – eliminate biases
- Learn effective probing – Gathering specific evidences to validate one's gut feelings
- Define the key Positive & Negative Indicators to watch out for and spot red flags
- Make the selection process consistent and objective to add value to business

**Earn a certification for “Hire to Succeed” on the successful completion of course and assignments.**

**A science based experiential learning journey to enhance your ability to read people accurately & spot the ‘Best Fit’ Talent**

**Leverages  
Practitioner's  
Experience as well as  
Consultant's Expertise**

**Industry Specific  
Customization of  
competencies and  
behavior questions**

**100% Virtual and  
Customizable Self  
Paced Learning  
Journey**

**Experiential journey  
with multi-modal  
approach &  
engaging tools**

5 Week  
Learning  
Journey

# THE LEARNING JOURNEY

Program Pre Work & Post Work to ensure retention and application of learning

## Knowledge



### Preparation

- Pre-Read (articles, blogs etc)
- Audio-Visual
- Pre-work Assignment
- Quiz

\*All participants get their personal logins to access their learning journey on the SDF LMS platform

4 hours - Self Learning

## Skill



### Experiential Learning

- Virtual Instructor Led Facilitation
- Group discussions in break-out rooms and learning from each other
- Simulation based Learning
- Quizzes
- Action Planning & Commitment

180 mins : Per Module

## Application



### Implementation at Work

- Post-work Assignment
- Review of Post work & Consolidation
- Peer Learning
- Simulated Assessment for
- Certification
- Debrief Report

8-10 hours: Application



# MODULES

## MODULE 1

### Key Topics

- Introduction to Hiring: Models of Recruitment
- Exercise: Interview Baseline
- Introduction to Competencies and BEI Framework
- Exercise: Writing Behavioral Questions

### Outcomes

- Appreciation and understanding of the BEI Framework
- Ability to write behavioral questions for specific competencies

## MODULE 2

### Key Topics

- Distinguish BEI from traditional interviewing methods
- Structured Approach to Conducting BEI- Opening/ Probing/ Closing
- Exercise: Probing on specific competencies to gather evidence
- Simulation based learning: Conducting Behavioral Interviews

### Outcomes

- Conducting structured interviews based on specific competencies required for success
- Minimize bias and select candidates consistently and objectively

## CERTIFICATION

SDF's "Hire to Succeed" certification program in Behavioral Event Interviewing helps managers & leaders master Behavioral Event Interviewing (BEI) skills and develop an understanding of how to integrate it in the selection and assessment process.

**An aggregate score of 75% is required to complete the certification.**

**10% Self Learning**

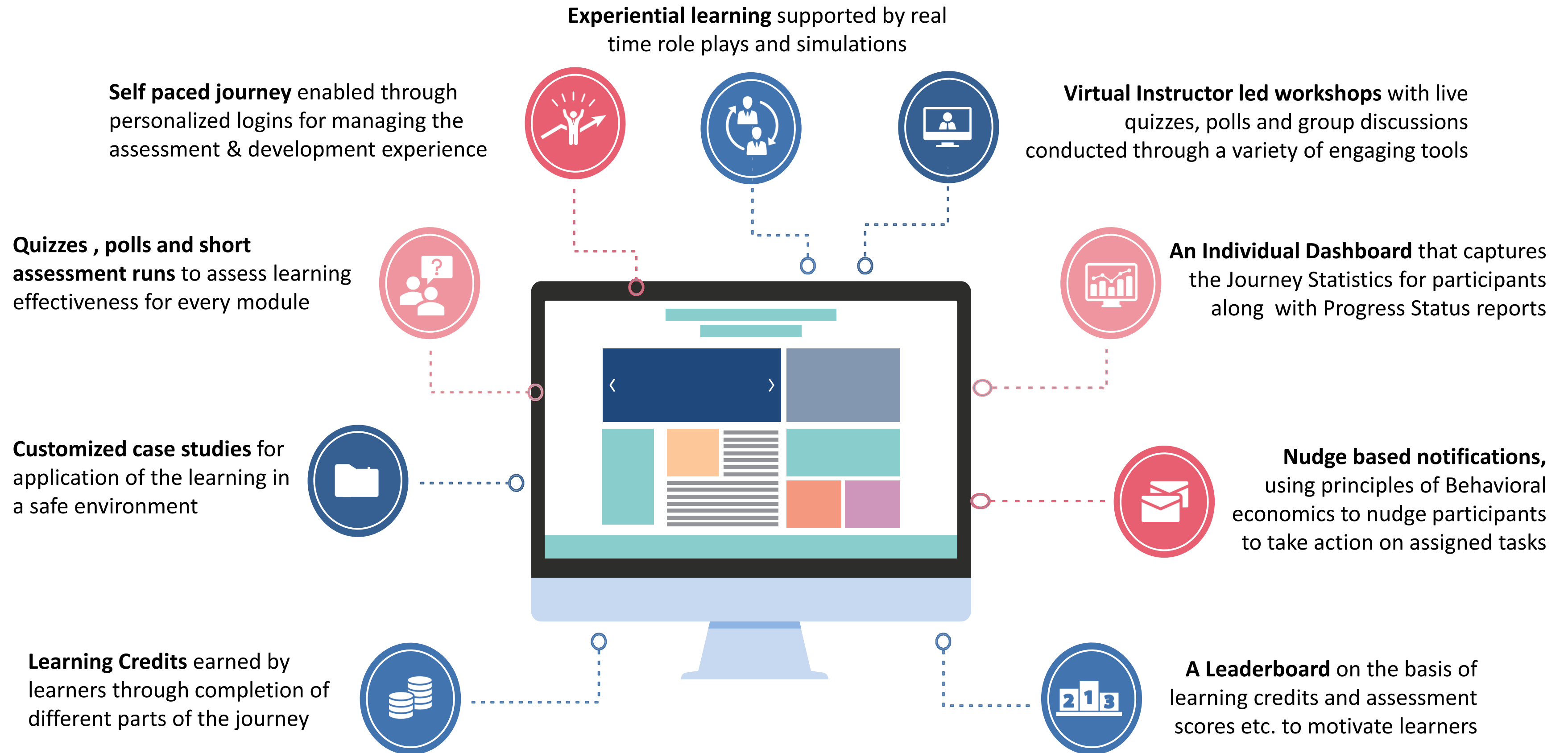
**10% Quiz**

**20% Assignment**

**20% Simulated Interview**

**40% Final Assessment**

# THE HIRE TO SUCCEED EXPERIENCE



# OUR TEAM OF EXPERIENCED FACILITATORS



Best of both worlds - Decades of rich experience in leading and owning Talent Acquisition and Consultant's expertise



Cross industry experiences with deep understanding of unique industry specific nuances



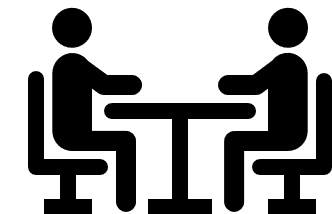
Facilitators across levels depending upon participants profiles



Flawless execution of facilitating multitude of online virtual instructor led sessions



Use of variety of engagement techniques using latest tools and technologies



Experience in using BEI tool as part of Assessment & Development Centres



# CONTACT US

Reach out to us at **91 124 428 8144**

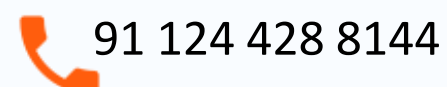
Write to us at **garima@saltodeefe.com**

## About Salto Dee Fe Consulting

Salto Dee Fe Consulting (SDF) is a business enabling consulting firm that works at the intersection of Strategy & Execution and Business & Human Resources. We partner with organizations to leapfrog their business to its next phase of growth.

We do this by co-creating bespoke solutions that are scientifically validated and enable organizations to meet their business objectives. With expertise across industries, sectors, and geographies, we partner with you to solve your most important HR challenges.

We are exclusive partners of TSG - The Talent Strategy Group (New York). TSG is globally respected for their Thought Leadership in Talent Management based on science-based simplicity. Amongst their clients are multiple Fortune Top 100 companies.



[www.saltodeefe.com](http://www.saltodeefe.com)

