

The Tao of Interviewing

The yin-yang of conducting great interviews ..



A two-day comprehensive skill building workshop on the what, how and why of conducting interviews

OUTCOMES

By the end of the workshop, you would be able to



make hiring decisions that are qualitatively better by conducting structured interviews that are contextualized, thorough and meticulous



learn to identify potential high performers by balancing the art of conducting an interview with the science of interpreting it



assess a candidate for breadth, depth and consistency on any subject or previous experiences



use tools such as transactional analysis and communication profiling to determine 'fitness' at an attitude, skill and knowledge level



be taken seriously as a professional interviewer and as an ambassador of the organization irrespective of the hiring decision



understand and use different questioning & probing techniques to read both what is being said as also the subtext



have a working understanding of different interview types such as competency based interviewing & motivation based interviewing



understand one's own biases and prejudices by being aware of cognitive errors in interviewing such as halo effect, projection & familiarity bias



set and manage implicit & explicit expectations of the prospective employee in a realistic, neutral and positive manner



go beyond technical skills and qualifications and evaluate 'behavioral competencies' 'motivating' factors & 'cultural' fit

What ?

A comprehensive two day skill-building workshop on the what, how and why of interviewing skills. Interviews have a disproportionate impact on the hiring process and by extension create a domino effect on the competency, fit of the people hired and eventually on the short, medium and long term performance of the organisation. The importance of a strong, clear and positive interviewing process cannot be overstated.

How ?

The pedagogy adopted is a proven and powerful mix of concepts, experiential learning and real time skill building. The internet is littered with an endless stream of 'secrets' & 'tips' for conducting effective interviews. Well, the secret is that there is no secret. What works phenomenally well for one person simply doesn't cut it for someone else. The idea is to identify and build on one's own strengths and consciously and consistently work on development areas.

Why ?

Because hiring the right people – and passing the wrong ones - is amongst the most critical and game-changing things you will do in your business. Because creating a positive, receptive and memorable experience – irrespective of the outcome – is key to being an ambassador of the organization. Because present day candidates are sharper, more informed and have easy access to resources and the interviewing process has to evolve in response to the same. Because preparation for an interview is as important for the interviewer as it is for the interviewee.

Who ?

Hiring Managers. Entrepreneurs. Recruiters. Research indicates that most interviewers – across Start Up's SME's and large organisations - have little or no formal training in the art and science of conducting interviews. Even our 'best' employees and managers need to be trained to spot and attract the 'right' people to fill other positions. (Limited to 16 people)

When & Where ?

Bangalore – 25th & 26th September

Hyderabad – 7th & 8th October

Mumbai – 9th & 10th October

Chennai – 14th & 15th October

Delhi – 16th & 17th October

Investment ?

Inaugural pricing of 12999/two day workshop. Includes a knowledge toolkit and a one-on-one session post the workshop. Exclusive of taxes.

Note: We follow a full on-the-spot refund policy in the event of the individual being dissatisfied with the workshop.

RSVP/ How can I register ?

Registration is easy and simple : You can call us at 91 - 98846-46392, or write to us at hr@thegamechanger.in or visit our website : www.thegamechangers.co.in

Session outline

Day 1

- Context Setting
- Understanding the conscious, subconscious & pre conscious brain
- Eleven Essential Interviewing Skills:
 - Context
 - Breathe. Speak. Pause.
 - Listen to Understand.
 - Probe
 - Devil's Advocate
 - Manage Expectations
 - Equanimity. Poise
 - Digress
 - Unhurried pacing
 - Professional & Personal
 - It's not about you

Day 2

Communication Styles & Job Roles:

- Need for Action
- Need for Appreciation
- Need for Approval
- Need for Accuracy
- Matching styles with roles

Transactional Analysis as a tool

- Parent Ego State
- Adult Ego State
- Child Ego State

Cognitive Errors in Interviewing

- Projection; Stereotyping
- Halo Effect; Rhetorical Questions
- Familiarity Bias; Taking Over
- Central Tendency; Overselling

Action Planning

- identify three clear competencies to be worked upon
- make a specific and measurable list of 'to-do' things with deadlines
- do a round feed forward with the other participants of the workshop.

Two interview simulations - one at the beginning and the other at the end - to showcase needle movement will be given to the participants in DVD format for their reference and understanding.

I have attended a lot of workshops on different skill sets, but this has to be the most rewarding experience ever on all counts - facilitation, quality of learning, depth of discussion down to the practical and implementable nature of the concepts covered.

– Rashmi Gautam (Pearson)

A workshop with Yogesh is simply a collection of 'moments of truth'. It is a wonder how he combines and balances stuff so flawlessly. Introspective without being overbearing, the workshop worked for me at both an awareness and application level. I came out a more aware person.

– Arvind Kumar (Kotak Mahindra Bank)

First thing I noticed about Yogesh is that he is sensitive to audience expectations, apprehensions and needs to a fault. He consciously and effortlessly creates an environment that brings us out the best in us and affords an opportunity to learn, unlearn and relearn.

– Shreya Banerjee (Oberoi Hotels)

About the facilitator:

Yogesh Parmar is the founder of GameChangers - India's first fully integrated and diversified learning and development services enterprise - and a renowned & celebrated speaker, consultant & coach. Recently nominated to the prestigious and select list of 100 Emerging Leaders in Asia by World Consulting & Research Corporation (WCRC), he is a certified master trainer and has helped ignite and sustain significant performance excellence for 15000+ people in Fortune 100 & 500 organisations like Accenture, Hewlett-Packard, Wipro, Pearson, Airtel, United Health Group, Interglobe & Alcatel-Lucent.



Uniquely skilled with a non-condescending, animated and inclusive style, his workshops synthesize subject matter expertise with the eclecticism of behavioral sciences, liberal arts & the ground realities of the day. With an almost surreal ability to cull uncommon insights and 'connect' the dots, he is a perennial people lover who disarms and engages with his audience - spanning different geographies, sensibilities and worldviews - with iceberg knowledge and self deprecation.

About us:

GameChangers is India's first and only fully integrated and diversified people development enterprise offering end-to-end learning and development services that ignite and improve individual and organizational performance significantly within a tangible, measurable and context specific framework.

Our value proposition is building people capability and eco-systems that enable sustained excellence. Our suite of services - constituting performance consulting, L&D process outsourcing, behavioral, life and soft skills boot camps, entrepreneurship labs, performance arts based experiential programs - help a global clientele that includes Fortune 500 corporate houses, budding SMEs, international consulates, eminent universities and prominent schools foster and sustain holistic excellence.

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