BELIEVING IN AUTHENTIC LEARNING

Training Program

INTERVIEWING AND TALENT SELECTION SKILLS

PACE | PACE Institute of Management

Training Program

INTERVIEWING AND TALENT SELECTION SKILLS

03 Common "Blind Spots" in Today's Recruitment Interviews:

1. **Hiring a "Good Performer" Instead of the "Right Employee"**.– Only after 3–6 months do you realize the new hire's actual capability falls short of expectations.
2. **Hiring to "fill a seat" instead of hiring "right fit" –** Pressured by workload and deadlines, managers settle for a "nearly qualified" candidate, hoping post-hire training cover the gaps.
3. **"Missing Objective Assessment Tools" –** Most decisions rely on "gut feelings" and "subjective impressions" during interviews. Without a clear framework to evaluate skills, personality, or cultural fit, hiring outcomes are inconsistent—one may think the candidate is a good fit, another may disagree.

The "Interviewing and Talent Selection Skills" Program Will Help You:

- **Eliminate Interview Blind Spots –** Avoid hiring "interview performers" by uncovering candidates' true behaviors through Behavioral-Based Interview (BBI).
- **Make Fast, Accurate Hiring Decisions –** Apply standardized processes and tools to ensure objective evaluation, avoiding reliance on gut feel or the pressure to "hire enough" instead of "hire right".
- **Evaluate comprehensively and methodically** – Master frameworks to assess candidates holistically—from expertise and soft skills to cultural fit—and learn to apply AI to enhance assessment quality.

"Recruitment is not guesswork, it's a science that can be learned."

PROGRAM PARTICIPANTS

- Executives, managers, and department heads involved in interviewing and hiring who aim to accurately assess candidates' competencies, job fit, and cultural alignment, with a long-tern vision for team and organizational growth.
- Corporate recruitment professionals.

PROGRAM OUTCOMES

Upon completion, Participants Will Be Able To:

- Understand New-Era Recruitment Trends – Grasp the strategic role of recruitment, leverage AI technology, conduct online interviews, and approach younger generations effectively in today's context.
- Design & Conduct Scientifically Proven Interviews – Master the STAR and CBI techniques combined with AI to evaluate candidates accurately and objectively.
- Master Modern Interview Skills – Communicate effectively, minimize bias, use AI-assisted interview tools, and professionally manage the entire recruitment process professionally.

PROGRAM OUTLINE

Part I. Recruitment & Effective Interview Question Design

- The strategic role of recruitment in modern organizational development.
- Structuring professional interviews: Principles for building questions based on core competencies.
- STAR & CBI techniques: Assessing true behaviors instead of theoretical answers.
- Applying AI to generate interview questions.

Part II. Mastering Interview Skills

- Professional communication skills: Active listening, effective note-taking, and knowing what to ask—and what not to ask.
- Managing interview psychology: Controlling emotions and minimize bias for objective evaluation.
- AI-powered assessment: Leveraging AI to simulate interviews, optimize hiring decisions, and avoid common recruitment mistakes.

PROGRAM DURATION

Duration: The total duration of the program is 02 sessions (equivalent to 06 hours). You can choose to study in the evening, weekdays or weekends. Please see the detailed schedule of upcoming courses on PACE's website: www.PACE.edu.vn.

Tuition: For the official fee and preferential policy for early fee transfer or group registration, please see details on PACE's website www.PACE.edu.vn or contact PACE's Training Consulting and Training Department.

Scan here to learn more about PACE's training programs

PACE Building
181-183 Co Giang Street, Cau Ong Lanh Ward, Ho Chi Minh City
(former District 1, Ho Chi Minh City)

Hanoi Office
Coalimex Building (Floor 2), 33 Trang Thi Street, Cua Nam Ward
(former Hoan Kiem District)

(028) 3837.0208 (HCMC)
(024) 3646.2828 (Hanoi)
contact@PACE.edu.vn
www.PACE.edu.vn