

Recruitment and Head Hunting

Introduction:

The headhunting importance evolve from Being able to head-hunt allows you to handle vacancies that you would otherwise find impossible. It ensures that the candidates you put forward are the best available. Head-hunted candidates are highly in demand and unlikely to be available in the usual way the HR segment targeted for Head hunting are of a very rare skills and of exclusive quality. Head-hunting is as applicable for junior positions as it is for senior ones. Head-hunted candidates can help you get full fee assignments too. This course is suitable for Managers wishing to add head -hunting to their skill set

Objectives:

At the end of this course trainees will be able to:

- Fathom the importance of recruitment and head hunting and its impact on the OD¹
- Have an advanced understanding to recruitment process
- Evaluate recruiting sources and effort
- Formalize their recruitment and headhunting knowledge
- Identify selection methods and Techniques
- Identify best approach to headhunt and devise needed Attractions
- Profile potential candidates

Contents:

- Recruitment as a part of HR Planning
- Recruitment process and Techniques
- Skills and tools needed for effective recruitment
- Importance of head hunting
- Hr segments targeted commonly targeted in the process
- Head-hunting methodology
- Name Gathering and Profiling
- Identifying candidate motivators
- The Head-hunt call & subsequent conversations
- Selling the benefits to the candidate
- Overview of fee structure & client pitch
- Objection/concern handling



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- Managing the process
- Managing the resignation (tips to hold on to your talented employees)

Target group:

- Recruitment and HR Managers

Language:

- The materials for the trainees will be in English.
- The language of instruction should be in Arabic / English.