



## Interviewing Skills

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### Become an expert interviewer

#### Ever hired the wrong person?

#### Do you recruit based on your 'gut feel'?

#### Need a more reliable method of recruitment?

This one-day programme gives you the knowledge and skills to become an effective interviewer. The workshop explores quantitative interviewing methods and ensures that you maximise your chances of hiring the right person.

Finding good people is tough. More importantly, managing the wrong people out of the business is time-consuming and costly. All too often recruiting decisions are based on subjective rather than objective reasons. We hire an individual on the basis of whether we 'like' them without truly assessing whether they have the competencies required to meet the demands of the role.

Interviewing Skills is an intensive one-day programme that gives you the techniques and skills you need to recruit the right people for the right job. It's objective techniques will give you an excellent understanding of the recruitment process and how to conduct an interview.

### By attending the Interviewing Skills Programme you will be able to:

- Use a completed application form to plan for an interview
- Prepare competence-based questions
- Conduct an effective introduction to an interview
- Gather and record behavioural evidence during an interview
- Control the interview
- Conduct an effective close to an interview
- Evaluate and rate the evidence gathered in a consistent, objective and fair way

### Who should attend?

- First line managers
- Second line managers
- Directors
- Business leaders
- Supervisors
- Anyone with management/supervisory responsibility

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Here are just a few comments from our delighted clients:

**YELL** "...produced the best ever set of results in the history of Yell."

**NHS** "Lammore met the specification and programme outcomes perfectly. Absolutely brilliant!"

**GOOGLE** "...an outstanding training experience."

**OPODO** "...training content very relevant and focused for delivering benefits in my role."

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## Interviewing Skills cont

### Here are three great reasons for attending the The Interviewing Skills programme:

At Lammore Consulting, our mission is to provide training events that entertain, inspire and make a difference.

**Inspire:** Our delegates come away from our programmes feeling inspired and ready to meet their challenges head on. The material has been researched and written to meet key business needs in the real world.

**Entertain:** We promise to deliver our training events in an upbeat and fun way. Our speakers are professionally trained and experienced in the world of business and entertainment, and know how to engage an audience.

**Make a Difference:** A training workshop is only effective if the learning is implemented. All delegates attending a Lammore development programme are followed up through regular online contact to ensure that their personal development plans are being put into action. In addition we encourage 'Action Learning' events to take place within one month of the training being undertaken to re-enforce the key messages of the programme.

**MASTERFOODS** “..more original and energising than any management book..”

**AUTOTRADER** “..fun style of training..coupled with in depth knowledge..”

“ an outstanding training experience ”  
google

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