

# Hiring Conversations

CEGOS SWISS. ONE ESSENTIAL AT A TIME.



## What's in it for you?

**Hiring conversations are the cornerstone of building high-performing teams.**

Imagine being equipped with the skills to lead conversations that play a pivotal role in building high-performing teams and shaping the future of your organization.

Our Hiring Conversations learning journey is tailored to empower your managers with the knowledge and tools necessary to master this critical aspect of their role.

Through this journey, they will understand the significance of hiring conversations, grasp the art of managing the candidate experience, and employ a structured 5-step plan that includes the STAR Framework for crafting impactful questions.

They will also learn to make informed hiring decisions and to follow up with successful and unsuccessful candidates.

Finally, they will be well-prepared to not only conduct successful hiring conversations but also to support and evaluate their new team members during their onboarding process, fostering a thriving, dynamic work environment.

Empower your managers to hire the right people!

## Who should attend?

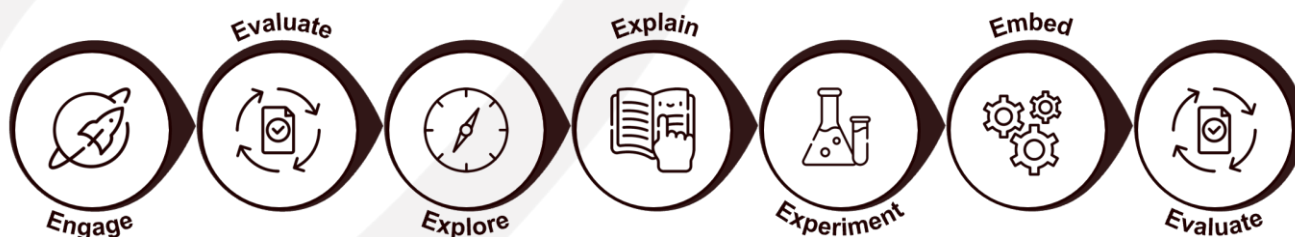
Leaders & People Managers.

## Good to know:



## Cegos Learning Framework

We apply our holistic and dynamic Learning Framework to build learning journeys that deliver more than just awareness of competencies and skills.



**Every journey engages the learners beyond knowledge, learning step by step, to explore, experiment and embed their learning, transforming skills into performance.**

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## By completing this learning journey, they will:

- Recognize the pivotal role of hiring conversations in shaping the composition and success of their team.
- Develop the skills to manage the candidate experience, creating a positive and professional impression of the organization.
- Utilize a structured 5-step plan, incorporating the STAR framework for crafting insightful and effective questions.
- Efficiently manage the time of hiring conversations, ensuring productivity and engagement.
- Practice and refine their hiring conversation skills.
- Make well-informed hiring decisions that align with their team's goals and the organization's mission.
- Implement a robust follow-up process to support and evaluate newly hired team members during their onboarding.
- Contribute to creating a nurturing and dynamic work environment that drives the success of the organization.

**#MAKINGADIFFERENCE**

## A proven model:



## Digital learning:

- [Practice active listening](#)

## Delivery modes:



Blended learning accessible in our [LearningHub](#).



Can be delivered **in-person and/or virtually** as most appropriate to you and your learners.

## Duration: 14h total learning



**6 hours** of instructor-led learning.



**8 hours** of self-directed and on-the-job learning.

**REF: HCN**

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“People are not your most important asset.  
The right people are.”

**#TIL**