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# RECRUITMENT SELECTION & PEOPLE DEVELOPMENT

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| **Start Date:** | 20/07/2026 | **End Date:** | 24/07/2026 |
| **Categories:** | Human Resources | **Venues:** | London |
| **Formats:** | In Person | **Instructors:** | |

## OVERVIEW

This course provides participants with comprehensive techniques and strategies for attracting, selecting, and developing talent to meet organizational goals. It focuses on building structured recruitment processes, implementing fair and effective selection methodologies, and creating people development programs that nurture skills, drive engagement, and support business growth.

## OBJECTIVES

By the end of this course, participants will be able to: – Design and implement effective recruitment and selection strategies aligned with organizational needs. – Conduct competency-based interviews and assessment techniques to select the best candidates. – Develop onboarding programs that accelerate new hire integration and performance. – Build employee development plans focused on career growth, skills enhancement, and leadership potential. – Align recruitment, selection, and people development initiatives with broader HR and business strategies.

## COURSE OUTLINE

1- Strategic Workforce Planning and Talent Acquisition Fundamentals 2- Effective Recruitment Channels, Employer Branding, and Talent Sourcing 3- Selection Techniques: Interviews, Assessments, and Decision-Making 4- Onboarding, Retention, and Early Talent Development Programs 5- Building Long-Term People Development Strategies and Succession Planning

## TARGET AUDIENCE

All Supervisory Levels, HR Managers, Recruitment Specialists, Talent Acquisition Officers, HR Business Partners, Learning and Development Managers, and professionals involved in staffing, onboarding, or employee development activities.

## METHODOLOGY

The course incorporates interactive lectures, role-playing exercises (interviews and assessments), recruitment process simulations, onboarding program design workshops, group discussions, and case studies based on real-world hiring and development challenges.

## CONCLUSION

Upon completion, participants will be able to design and manage integrated talent acquisition and development processes, ensuring their organizations attract, select, and nurture the right people to drive long-term success and sustainable growth.

## DAILY AGENDA

### Day 1: Strategic Talent Acquisition and Workforce Planning

Understand how to align recruitment strategies with organizational growth plans and workforce analytics.

### Day 2: Recruitment Channels, Employer Branding, and Talent Sourcing

Learn to leverage different sourcing strategies, build employer brands, and attract top-tier candidates effectively.

### Day 3: Selection Techniques and Interviewing Best Practices

Practice competency-based interviewing, assessment center design, and fair candidate evaluation techniques.

### Day 4: Onboarding, Retention Strategies, and Early Development

Develop onboarding frameworks that drive engagement and retention, and plan early-stage employee development.

### Day 5: Building Long-Term People Development and Succession Planning

Create structured career development programs, leadership pipelines, and succession plans to future-proof the organization.

*For more information, please contact us:*
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