In the battle for talent, organisations are now striving to attract top performers through various channels yet finding high-impact means to select the right employees is equally important. To ensure the best people are selected systematically in line with corporate culture and competency requirements needs participants to be equipped with a field-proven approach to design a proper process.

Introduction to Competency-based Interview
- What is Competency-based Interview (CBI)?
- Competency-based vs Conventional Selection Interview
- Importance of Talents to Today’s Organisations
- Integration of Competency-based Recruitment into Talent Management Strategies

The Competency-based Interviewing Process
- Competency-based Interview Step-by-step
- Understanding the Job Role & Responsibilities
- Identifying the Key Competencies and Their Behavioural Requirements
- Preparation Before Conducting Interviews
- 8 Common Types of Interview Questions and Their Pros & Cons
- What You Can and Cannot Ask During Interviews
- Planning & Structuring Your Interview
- Developing Competency-based Interview Questions
- Conducting Interviews Do’s & Don’ts
- Identifying Positive & Negative Indicators of Candidate’s Competencies
- Making the Right Decision for Staff Selection