



BENEFITS

- ▶ Learn how to present a job in ways that take money off the table
- ▶ Focus on cutting-edge online tools to enhance candidate sourcing
- ▶ Training delivered online in four 2-hour sessions

Performance-based HiringSM System

First Advantage has partnered with The Adler Group, an acknowledged leader in sourcing strategy development, recruiting and hiring process reengineering, and recruitment training, to offer our clients a customized version of Adler's trademarked online training course that will help recruiters learn how to make hiring top talent a systematic business process.

Course Session Summaries

Taking the Assignment

Knowing the job is a critical aspect of being an expert recruiter. Even the questions a recruiter asks when accepting an assignment can play a role in determining the likelihood of finding a top person quickly. This module provides recruiters the tools they need to move hiring managers away from the use of arbitrary and traditional job descriptions and toward the use of performance profiles. In this course module, the focus is on developing creative advertising techniques to find the best active candidates, optimizing a company's employee referral program and identifying, cold-calling and networking with passive candidates.

Finding More Top People

Passive candidates and even the best active candidates use different techniques when looking for new career opportunities. Your sourcing programs must take into consideration how these discriminating top performers evaluate career opportunities and how they will interact with online application processes. In this module, we'll focus on job-branding, networking and leveraging your company's employee referral program to attract the best passive candidates around.

Using the Interview and Selection Process to Maintain Control

Becoming a partner in the hiring process requires recruiters to be better interviewers than their clients. This starts by knowing the job. Our One-Question Interview is a more flexible form of behavioral interviewing that can more accurately predict on-the-job success. But this is only the start. In this module, recruiters learn to use the interview to overcome hiring manager and candidate concerns, recruit candidates at each step and negotiate offers incrementally.

Recruiting, Negotiating and Closing

Hiring the best requires exceptional selling skills. In this module, recruiters learn how to professionally overcome concerns and put together compensation packages fair to all parties involved. Creating career-making opportunities that get candidates passionate about the position you're offering is an essential skill for any recruiter who wants to master the profession.

Course Materials

All participants will receive the following:

- ▶ One year of 24/7 access to The Adler Group's eLearning Center, which includes:
 - Access to the Recruiter eHandbook
 - Recorded versions of each course module
 - Comprehensive program workbooks with samples, notes and hiring and recruiting tips
 - Sample performance profiles
- ▶ A copy of Talent Rules! Using Performance-based Hiring to Build Great Teams
- ▶ A copy of Hire With Your Head
- ▶ A copy of the 60-minute audio CD Using the One-Question Performance-based interview
- ▶ Laminated, pocket size Performance-based Hiring Hot Tips cards
- ▶ ZoomInfo trial for passive candidate sourcing
- ▶ One free behavioral assessment from First Advantage – delivered electronically



For more information, contact us at 888.547.4472,
TAS@FADV.com or visit us at www.FADVrecruiting.com