

5 STRATEGIES TO SUCCEED CAMPUS INTERVIEWS

BY THE END OF THIS TRAINING PROGRAM YOU WILL

- **Develop Understanding of overall Interview Process and different types of interviews.**
- **Develop Understanding on Listening, Body Language Sensitivity, Communication Style, & Questions Cycle Vs answering methods.**
- **Understand the different stages of interview.**
- **Understand the different types of questioning methods.**
- **Develop your Answering Style.**
- **Understand the usage of Interview Guides and Outlines for giving an Interview.**
- **Understand and Develop Your Probing Skills and different types of probing.**
- **Understand current trend in Market and Market Intelligence.**
- **Understand the Behavioural Event Interviewing Method.**
- **Develop the understanding of concluding the interview and self evaluation using Graphic scale of assessment, Ranking system, and Checklist scales.**

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Session 1 - Content

Session	MAJOR HEADS	Day
1.1	STRATEGIC ISSUES IN RECRUITMENT	One
1.2	RECRUITMENT METRICS	One
1.3	<u>SELF EVALUATION/ANALYSIS EXERCISE</u> Fundamental Functional Behavioural Threshold Trait Evaluation Quan Competence Framework	One
1.4	<i>Exercise- Role Play</i>	One
1.5	<i>Review Questions</i>	One

Session 2 - Content

Session	MAJOR HEADS	Day
1.6	Interviewing	Two
1.7	<u>THE OVERALL INTERVIEWING PROCESS</u> <hr/>	Two
1.8	<u>STAGES OF INTERVIEW</u> <hr/>	Two
1.9	<u>COMPETENCY FRAME WORK</u> <hr/>	TWO
2.0	<u>DIFFERENT TYPES OF QUESTIONING METHODS AND ANSWERING TECHNIQUES</u> <hr/>	TWO

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Session 3 - Content

Session	MAJOR HEADS	Day
2.1	Key observation Skills Listening Body Language Communication Styles Questioning	Two
2.2	Exercise	Two
2.3	Probing Different methods of probing Types of Probing Answers to avoid	Two
2.4	Giving an interview	Two
2.5	Evaluation of the Interview Process	Two
2.6	<i>Review of Learning</i>	Two

Introduction:

The basic resource of an organization is the quality of human capital. Knowledge, skills and attitude are the three basic elements. An amalgam of these elements measure productivity and value creation capabilities. **Training** is the tool through which these three elements are acquired and upgraded.

Although training has always held an important place within organizations, the growing demand for highly skilled resource has meant that effective, innovative & Meaningful training practices are now becoming a considerable source of competitive advantage. Hence this training program helps students to stay on top of the answering curve.

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Scope of this Workshop:

To enhance the relationship between academic and industry. To improve the analytical & logical capabilities of the individuals and to bring the best out of each during Campus Selections.

How this Training Program benefits Campus Students?

To bring the best out of each individual, Expert Trainers will begin to interact by throwing few general questions to measure the gap, & then during the workshop they bridge the gap with the solutions on how to prepare approach & give Interviews.

This powerful -Training Program plants the latest trends and interview techniques in the students' fingertips. They will build confident enough to engage their Interviewer throughout the interview duration and make him to praise their answering abilities. This Training Program focuses on practical, proven, leading-edge techniques and strategies for Beginners.

Faculty profile in brief;

Anand Vijayendra, a HR Professional with 13yrs of experience in the recruitment domain. He is a Certified Recruitment Analyst, thereby qualified to train fresh graduates on Interview Handling Skills & on Personality development. He was with Tata Elxsi Heading Campus Recruitments for nearly 5 years and travelled across India as one of the HR panel to evaluate candidates for the selection process.

He is a member of HR forum and on advisory board for many organisations. His Solid industry contact from small size to corporate sectors brings lot of knowledge and information on latest trend and techniques on Interviewing, evaluation & selection process.

He is currently conducting Pep-Talks and training programmes for various colleges across India and keen on establishing his portfolio into this segment.

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Duration of the Training Program:

No. of Days	No. of Hours
2	20 Hrs

Travel

All Travel & Accommodation Expenses will be borne by the Institution.

Payment Terms:

50 % Payment to be made to Faculty towards confirmation, before the commencement of the Training, Balance will be paid after the completion of the same.

CONFIDENTIALITY

Institution would maintain the confidentiality of the Terms, Training Process and Design, Training Instruments and Benchmarks. Institute would not share this information without expressed written-consent from the Faculty.

In order to maintain confidentiality of the materials/content that Faculty provides to Institute, Institute shall nominate a person, in whose name alone all such communications should be addressed. Further, all such communications should necessarily be titled 'Confidential'.

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Thank you

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