

# MODULE 3

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## IDENTIFYING **SOUL-DRIVERS**: VALUE-BASED HIRING & TALENT DEVELOPMENT



## 2-DAY-SEMINAR-ON-SITE OR VIRTUAL LEADERSHIP ALIGNMENT

INSIGHT 1	INSIGHT 2	INSIGHT 3
<p><b>Hiring in the age of new work</b></p> <hr/> <p>The employee experience begins already in the role advertising, the application and interview phases. Creating a full understanding of each candidate's motivations before entering into the final interview phase is critical.</p> <p>Participants will analyze the culture fit / culture add of potential candidates and learn how to prepare their company for the future workforce to arrive today.</p>	<p><b>Recruiting without bias</b></p> <hr/> <p>Understanding the fact that there is bias in every human interaction and what it means during the recruitment phase. This milestone will enable hiring managers to consciously deal with bias in an effort to improve corporate culture.</p> <p>Participants will assess their current behaviors in terms of diversity, equity and inclusion when hiring for new and existing roles and identify relevant opportunities for their firms.</p>	<p><b>Developing soul drivers</b></p> <hr/> <p>Identifying drivers of corporate culture inside a firm is critical to nurture the corporate soul. Hence setting up mentorships and a close monitoring of internal promotions is critical.</p> <p>Participants will learn how to improve identifying the hidden gems inside the organization and how to create an environment that nurtures high performing talent inside the corporation.</p>

## INCLUDED FOR BOTH PRE- AND POST-TRAINING:

Emotional Intelligence Assessment	MSCEIT
Self-directed course	
Leadership online simulation	Cultural Awareness

## TAKEAWAYS

How to assess talent's soft skills during the recruitment process

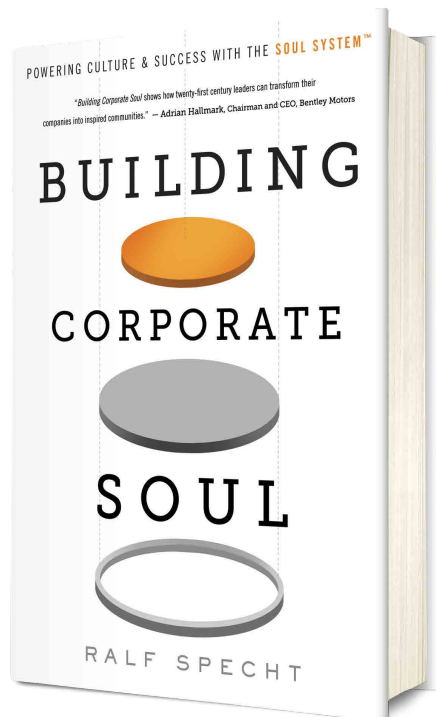
Which motivations drive age groups - and how to consider them when hiring new talent

Why being conscious about bias is critical when bringing new talent into the organization

How to set up mentoring programs and championing programs for key talent

Who are the role models for future leaders inside your company

Available for individual participants as well as for entire teams.



Each participant receives a copy of the book "Building Corporate Soul"



Course - Certificate from BUILDING CORPORATE SOUL ACADEMY