

# Congruent™ Hiring Virtual Program



Process. Each session is virtual and includes a 60-90-minute individual preparation prior to each session.

Sessions will be highly participative and as best as possible, address specific participant situations or cases.

Session		Topics	Style	Duration
1	Fundamentals	<ul style="list-style-type: none"> <li>▪ Critical Aspects of interviews</li> <li>▪ Ingredients of effective hiring process</li> <li>▪ Interview formats</li> <li>▪ 7 Keys and sequence</li> </ul>	Short presentation with group discussion	90 min
2	Questions	<ul style="list-style-type: none"> <li>▪ Fundamentals</li> <li>▪ Methodology with examples</li> <li>▪ Debate</li> <li>▪ Exchange on ideas and effectiveness</li> </ul>	Short presentation with group discussion Situational construct	120 min
Need at least 2 days between session 2 and 3				
3	Interview Guide Part 1	<ul style="list-style-type: none"> <li>▪ Review each element</li> <li>▪ Discuss what to put in with examples</li> <li>▪ Discuss specific situation</li> </ul>	Review of pre-work Group or break out discussion on examples	90 min
Need at least 3 days between session 3 and 4				
4	Interview Guide Part 2	<ul style="list-style-type: none"> <li>▪ Participants bring their own situations or cases</li> <li>▪ Discuss and debate on content</li> </ul>	Group or break out discussion on examples	120 min
5	Team composition Dare to be different	<ul style="list-style-type: none"> <li>▪ Discussion around the Team composition tool</li> <li>▪ Consolidation of principles on "different" interviews and processes</li> </ul>	Group discussion	90 min
We need 2-3 weeks before starting session 6 for participants to conduct interviews and gain perspective. Sessions 7 & 8 also need 1-2 weeks of practice by at least 1 participant.				
6	Application and results	<ul style="list-style-type: none"> <li>▪ Participants share their outcomes and experiences</li> <li>▪ Best situations</li> <li>▪ Difficult cases</li> <li>▪ How to improve productivity</li> </ul>	Group discussions	90 min
7			Individual presentations	90 min
8			Debate	90 min

Sessions 1 and 2 may be grouped on the same day with 30 minutes between sessions. Same is possible for sessions 4 and 5.