

Advanced Recruiting Trends

In-House Training Program

Recruiter Training Customized To Your Organization

Advanced Recruiting Trend's (ART's) In-House Training Programs are grounded in the most comprehensive suite of recruiting and recruitment sales training content available. Whether your organization is seeking specialized recruitment training, is launching a new training initiative to optimize performance in a specific area of the recruitment lifecycle, or wishes to provide staff with an ongoing skill and career development program oriented to recruiting, we can help you. We would welcome the opportunity to share insights on programs that we have completed on behalf of some pretty special organizations (our clients!).

Every In-House Training Program is built from the ground up. We work in close collaboration with a client's leadership team from program inception and needs analysis through program delivery and post-program follow-up. We follow this approach to assure that program content aligns with a client's culture, workflows, and objectives. Our success is consistently borne out in the feedback that we receive from clients and program participants.

In summary, every In-House program is constructed to meet each client's unique recruitment challenges and goals. ART's In-House Training Programs equip clients with the most dynamic and comprehensive recruitment training platform available, while also providing an array of content, delivery, and other customization options.



Facilitation And Delivery Options

Grounded in proven, proactive recruitment best practices, our In-House Training Programs blend advanced consultative communications and selling theory with pragmatic approaches to all components of the recruiting lifecycle (from job requisition approval through candidate on-boarding). Companies regularly select ART as their recruitment training partner for a host of reasons, including:

- Multiple facilitation formats and delivery channels including on-site and web-based (or combined);
- Flexible program duration, ranging from 0.5 days – 2.0 days (dependent on client objectives);
- Tremendous value-add, results, and ROI (we continuously receive superior ratings from clients);
- Detailed and thorough client needs analysis and assessment process;
- Program content tailored to client specifications and client industry/market sector;
- Programs designed for diverse recruiting teams with varying experience levels;
- Exceptionally comprehensive subject matter and program content areas;
- Superior facilitation and instruction by top industry trainers & consultants;
- Engaging program formats, dynamic break-out exercises, and outstanding course materials;

Advanced Recruiting Trends Training Program Subject Matter Areas (Partial List)

The topic areas listed below reflect key hiring authority and candidate-facing subject matter/content areas that can be incorporated into In-House recruitment training programs. These topics may be supplemented with additional content areas that may be unique to a specific client's recruitment process.

- ❖ Deploying Consultative Engagement & Selling Strategies In Recruitment
- ❖ Understanding War-For-Talent & Related Demographic Trends That Impact Recruitment
- ❖ Building Strategic Partnerships & Collaborating With Hiring Authorities
- ❖ Candidate Interview Debriefs & Pre-Closing Strategies/Techniques
- ❖ Creating & Utilizing Position-Specific Talent Branding Collateral
- ❖ Optimized Candidate Screens & Interviews
- ❖ Traditional & Internet-Based Sourcing & Candidate Acquisition Strategies
- ❖ Structured Interviews, Screens & Candidate Assessment Methodologies
- ❖ Facilitating Behavioral & Competency-Based Interviews
- ❖ Understanding & Mitigating Implicit Bias In The Talent Selection Processes
- ❖ Employment Offer Extension Strategies & Deal Closing Methodologies
- ❖ Expectation Management & Candidate Care Considerations & Strategies
- ❖ Candidate Sourcing & Identification Techniques
- ❖ Being A Talent Brand Ambassador— Leveraging Rapid Cognition In Recruiting
- ❖ Enhanced Voicemail & Email Communications – Optimizing Messages To Elicit More Connections & Returned Calls
- ❖ Advanced Candidate Communication Strategies & Understanding/Overcoming Call Reluctance
- ❖ Advanced Introductory Call Techniques & Call Outcomes (Focused Vs. Unfocused Call & Networking Approaches)
- ❖ Understanding, Qualifying, and Correlating Candidate Motivators To Organizational Employment Values
- ❖ Creating An Optimized Recruitment “Stump Speech” Presentation— Determining Employee Value Proposition
- ❖ Qualifying, Negotiating, & Locking Down Candidate Salary/Compensation Expectations
- ❖ Daily Planning, Time Management, And Related Organizational Strategies
- ❖ Assuring A Quality Candidate Experience— Understanding The Power Of Employment & Talent Branding



Whether your organization is looking to implement a foundational recruitment training program or desires an ongoing professional staff development initiative, Advanced Recruiting Trends has a proven track-record of delivering results-oriented recruitment training solutions to discerning organizations. For additional information or a confidential discussion about having Advanced Recruiting Trends design a cutting edge In-House recruiting training program for your organization, contact us by email at information@artorecruiting.com or by phone at 540-882-9077

[Yes, I'd Like A Formal Consultation!](#)

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Partial Client Roster

