

## “High Impact Recruiting” © Web-Based Training Program

### Elevating Performance: Optimizing Results.

Defined by the same great content contained in our live Public Seminar and In-House training programs, the “High Impact Recruiting” © Web-Based training program packages top-flight recruitment training content into a series of live, instructor-led, web-based training sessions. This program addresses the pro-active recruitment of professionals in virtually all skill categories and industry sectors to include: IT, Engineering, Accounting/Finance, Allied Health, Biotech, Energy, Legal, Marketing, Administrative, etc.



Because the training program is divided into highly digestible modules, a finite amount of subject matter is addressed during each session. More significantly, at the conclusion of each training session, program participants can go back to work and immediately begin to implement the concepts and techniques that they have learned. This format enables recruiters to adapt and apply core methodologies incrementally, reduces the likelihood of “information overload,” and enhances the probability that material will be retained and applied.

### How the Web-Based Training Program Works

The “High Impact Recruiting” © Web-Based training program is presented over five consecutive weeks in recurring 2-hour training sessions. After purchasing, Advanced Recruiting Trends will provide you with a comprehensive training program workbook, as well as program access instructions. The program is hosted online via GoToMeeting. Each program session is a live, instructor-led, and highly interactive presentation.

### Program Content Areas

- ❖ Understanding Current Market Dynamics & Trends
- ❖ Building & Enhancing Strategic Partnerships With Hiring Authorities
- ❖ Recruiting Frameworks & Holistic Recruitment (Proactive Vs. Passive Approaches)
- ❖ Passive Candidate Identification, Candidate Sourcing & Acquisition Techniques
- ❖ Consultative Selling Methodologies In Recruitment
- ❖ Projecting Your "Brand" Identity (Distinguishing Yourself/Your Firm In The Eyes of Candidates)
- ❖ Introductory Call Psychology & Avoiding Call Reluctance
- ❖ Voicemail & Email Strategies – Engagement Approaches That Elicit More Callbacks
- ❖ Qualifying, Interviewing, and Evaluating Candidates
- ❖ Advanced Candidate Introductory Calls & Cold Calling Best Practices
- ❖ Advanced Candidate Networking & Referral Acquisition Strategies
- ❖ Daily Planning & Time Management, Performance Measurement & Maximizing Productivity
- ❖ Establishing & Maintaining Actionable Candidate Relationships
- ❖ Understanding, Appreciating & Appropriately Leveraging Candidate Motivators
- ❖ Mitigating Counter-Offer Scenarios & Avoiding Offer Turn-Downs
- ❖ Salary/Offer Negotiation, Pre-Closing & Closing Strategies

## What topics are addressed within the Program?

Like our other training offerings, the “High Impact Recruiting”© Web-Based training program is designed to comprehensively address critical facets of the recruitment life-cycle and sales process. The program is predominantly oriented to proactive recruitment methodologies and techniques. Topic areas are addressed in a top-down format that highlights the strategic aspects of how recruiters are best poised to approach various components of the recruiting process, and then drills down on tactical best practices that can be deployed immediately.

## How is the Program Priced?

The training program is priced at \$729.00 per participant. Organizations that elect to have 3 or more individuals participate are eligible for a multiple attendee discount.

## What else do I need to know?

You should know that class size is limited. You should also know that the program is HRCI Certified and that eligible program participants may receive CEUs towards maintaining their PHR, SPHR, and GPHR certifications. Upon program completion, each participant will receive a personalized Course Certificate of Achievement. Forms, templates, and other tools are featured within the program. You are welcome to download and use any of these tools at no additional charge.

## What if I miss one of the sessions?

No problem. We recognize that sometimes “life” interferes with even the best laid plans. If you have to miss a session, you can easily access and review the recorded version of that particular session at your convenience. Additionally, to maximize program value, we are happy to coordinate 1:1 review sessions, or offline discussions with program attendees who want to focus in on specific aspects of a particular subject matter area, or address a particular recruiting issue or challenge within their respective organization.

## How does the program flow? Is it interactive?

The “High Impact Recruiting”© Web-Based training program is a college level course. The program is facilitated in a manner that allows for broad-based and highly interactive dialogue about key components of the recruitment and talent acquisition lifecycle. Regardless of your tenure in recruitment, the “High Impact Recruiting”© Web-Based training program will equip you with proven recruitment strategies and methodologies that flat out work. Finally, the “High Impact Recruiting”© Web-Based training program has been designed to be a very enjoyable learning experience. Based on the feedback that ART consistently receives from training program attendees, we are wholly confident that you will learn an array of ideas and concepts that will tangibly and favorably impact your performance. Of equal importance, we expect that you will find each training session to be thought-provoking and energizing.



**[Register Now!](#)**

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## Partial Client Roster



## Sample Feedback From Past Program Participants

*"The "High Impact Recruiting" Web-Based Training Program was incredibly helpful. Not only did it teach me important new concepts and recruiting processes, it also reaffirmed a few of the ideas, principles and processes I currently use. The content on cold calling, counter-offers, candidate motivators, and building strategic partnerships with hiring managers, was particularly useful. I'm very happy I was able to take this course and have already recommended it to colleagues."*

**-Sarah Rice, Corporate Recruiter -LatinWorks**

*"This course was extremely beneficial and allowed me to gain a better understanding of impactful recruiting processes. I intend to implement some of the new call scripts that I learned during the sessions, as well as the techniques oriented to proactive sourcing, cold calling, getting calls returned, and referral acquisition. In summary, this program enabled me to get a different/stronger perspective of recruiting."*

**-Gary Thompson, Recruiter - Bausch & Lomb**

*"The "High Impact Recruiting"© Web-based Training Program was definitely worth my time. I believe we all need to continue to learn and this course was definitely one that was worth the time and energy to take. I gained confidence that I am doing quite a few things correctly, but also learned that there are some things I can tweak to get a better overall result. I learned a lot of tools and techniques that I will be able to continue to use."*

**-Amy White, Recruiter - Sotech**

*The "High Impact Recruiting"© Web-Based Training Program was great. From reaching out to passive candidates and cold calling, to salary negotiations and time management, the program was extremely beneficial. I felt that the program was definitely worthwhile – very insightful and highly interactive.*

**-Seema Venugopal, Resource Manager - Ultramatics**