

Interview Architect

What are the best practices that managers or HR Professionals use to streamline and standardise interviews?



The **INTERVIEW ARCHITECT® Professional** and **INTERVIEW ARCHITECT® Express** have been developed for use by human resource and recruiting professionals to assist them in creating customized interview guides aligned with the **LEADERSHIP ARCHITECT® competencies**. Research on interviewing success and accuracy shows that structured or formal interviews outperform unstructured or informal interviewing. The **INTERVIEW ARCHITECT® tools** carry with them the ability for hiring managers to more precisely identify qualified candidates by integrating its easy to use design in their organizations.

Participate in the **INTERVIEW ARCHITECT® Certification** and you'll learn the value that competency-based selection practices add to your organization and be able to:

- **Create structured interviewing guides** – comprehensive templates with Professional and simplified 1-page interviewing templates with Express. These guides provide everything you need to assess competencies in a simple-to-use format.
- **Identify best practices** including using the 4- Dimension Interviewing approach and the value of asking structured probes
- Apply **The INTERVIEW ARCHITECT®** for internal recruiters and/or HR professionals who coordinate recruiting and selection processes, line managers with an interviewing need, and for internal selection purposes
- **Create interviewing guides** using Success Profile Architect® (SPA) – online tool that facilitates the creation of unique competency profiles for jobs within your organization.
- **Develop practices** for training others in your organization on how to effectively use the INTERVIEW ARCHITECT® Tools

RESULTS: Establish the foundation of **best practice interviewing techniques** that can be transferred for use in your organization.

PREREQUISITE: Lominger Leadership Architect 101

COURSE DATES: Please refer to our website <http://acumen-international.com>

REGISTRATION FEES: \$900* per attendee (excl GST)

Note: Price includes two-day course and are due and payable at the time of registration. Additional logistical details will be sent with a confirmation of your enrolment. Any registration cancelled within ten business days prior to the class dates, will forfeit the fees paid. Substitutions of employees from within the same organization are welcome, provided they meet any prerequisite requirements. All cancellations must be received by email to admin@acumen.org.nz. *Central Government Discount of 20% applies

COURSE MATERIALS: INTERVIEW ARCHITECT® Professional Handbook, INTERVIEW ARCHITECT® Express Interviewer's Kit, INTERVIEW ARCHITECT® Workshop Manual with Facilitator Guide and Interview Vignettes.

Note: If you have access to these materials already, please bring them to the course. Otherwise you will be required to purchase them directly from Lominger and they will be available for you at the course. The approximate value of these materials is US\$300 plus shipping and handling. In order for these to arrive in time, please confirm which items are required at least 7 working days prior to the course along with your credit card details and billing address to admin@acumen.org.nz

To register please email register@acumen.org.nz

