

# Selecting for Success™



## Strategic, Data Rich Interviewing and Assessment

Training and tools for hiring excellence

**The 'war for talent' is now a  
global conflict — are your people  
equipped to step up their game  
to consistently find and hire  
the best job candidates?**

## **S**electing for Success™ is a suite of tools designed to go beyond **S**interview training — and to optimize the entire recruiting lifecycle, from sourcing to selection to onboarding.

Good interviews are just one piece of the puzzle. Are you teaching your hiring managers how to identify what's required for success in every role — and how to choose the right candidates based on that information?

What's more, successful hiring involves recognizing what to select for in order to fill transformed roles in industries experiencing near-constant flux. What used to be the right stuff is now *the new right stuff*.

*Selecting for Success* teaches a process of interviewing that reveals the candidates thinking and mindset — as well as their behaviors — to empower hiring managers to make superior selection decisions.

We focus on uncovering the details of key situations from the candidate's history to assess their potential for new jobs. This methodology is simple, elegant and teachable. No hyperbole. No complex questions. Just collecting rich behavioral data to facilitate evidenced-based decisions

### *Selecting for Success* provides:

- Hands-on **skill practices** to build interviewing capability.
- **Profiles of key jobs** to update hiring criteria to target emerging challenges and requirements of the role.
- **Tools** that help hiring managers continue to make effective decisions long after the workshop has ended.

# Excel at candidate sourcing, assessment, selection and onboarding.

**S**electing for Success is more than an interview skills training program — it includes what other programs leave out: how to profile the most important role requirements and create hiring criteria for the job, as well as the best questions to ask to find out whether candidates have what it takes to be successful new hires.

## **Hiring Criteria**

- Clarifying the focus for the role, given changes in strategy or organizational need
- Defining the most critical functional and professional competencies
- Using role profiling as a strategic way to establish the most relevant hiring criteria

## **Sourcing Strategies**

- Sourcing a broader and more diverse set of universities and target companies
- Leveraging social media and on-line recruiting sources, in addition to traditional agencies
- Creating a more diverse candidate pool

## **Interview Training**

- Multiple skill practices with classroom colleagues and “live” candidates
- Learning how to evaluate candidates more systematically and make evidence-based decisions
- “Hands on” coaching and feedback from experienced trainers

## **Interview Guides and “Tip Cards”**

- User tools to make the process of interviewing and evaluating candidates more manageable
- Includes on line resources, videos, interview scripts and protocols

## **Trainer the Trainer**

- Training internal coaches, co-facilitators and lead facilitators to deliver workshop
- Developing mastery in technique and certification to train internal audiences

## **Onboarding**

- Consulting on design of onboarding process to ensure efficient and successful transition into organization and role
- Providing online systems for onboarding new hires

# The Interviewing Workshop

In this hands-on workshop, recruiters, HR staff, and hiring managers observe examples of effective interviewing, receive intensive interview skills practice and coaching on Cambria's evidence-based structured interviewing technique **Critical Behavior Interview™** (CBI), and learn how to profile the requirements of a job. The program includes a rich, pragmatic toolkit consisting of interview scripts, tip cards, and a library of the common skills and personal characteristics for most hiring situations — with instructions for how to assess them.

## AGENDA OVERVIEW

### MORNING

- Introduction
- Building Hiring Criteria
- Interview Demonstration
- Interview Practice 1
- Interpreting Interview Data
- Interview Practice 2

### AFTERNOON

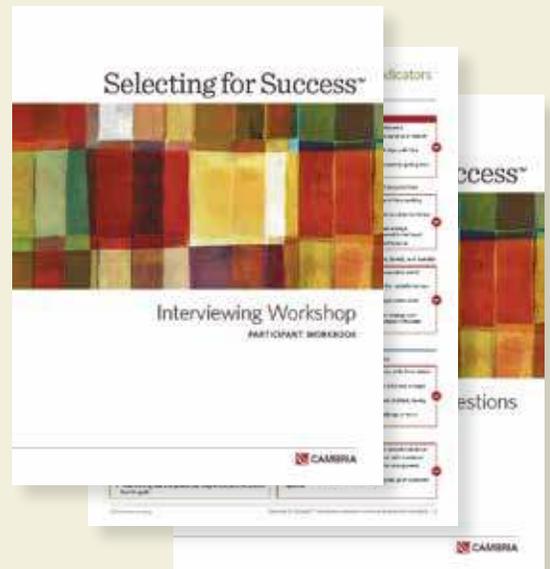
- Live Candidate Interview Practice
- Mastering the Technique
- Diversity & Inclusion
- Summary & Next Steps

## DELIVERY OPTIONS

- Full or half-day schedules
- Cambria delivers workshop
- Cambria trains client to deliver workshop
- Cambria and client co-deliver workshop

## TRAINING OPTIONS

- Cambria offers a one-day train-the-trainer session to certify up to 8 Practice Interview Coaches.
- Practice Interview Coaches can train to become lead facilitators of the *Selecting for Success* workshop. This one-day train-the-trainer session for up to 4 people, includes co-facilitating a live workshop with a Cambria master facilitator.



The workshop toolkit provides users with interview guides and questions, hiring criteria, and interviewing tips.



Demonstration videos showcase the CBI technique in action.



Participants get the *Selecting for Success™* app, an easy-to-use digital toolkit for Apple and Android.

## Why clients choose Cambria's *Selecting for Success* to enhance their ability to hire candidates who will succeed in the short and long term:

- **Deep experience** with competency-based selection and interview training
- Faculty who are **master interviewers and training facilitators** with years of experience assessing candidates from entry-level hires to senior executives
- **Pragmatic and effective methods**, tools and technologies to help clients source, assess, select and onboard new hires
- **Hands-on track record** of managing, guiding and implementing large-scale competency-based selection programs for a variety of clients

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### INDUSTRY SECTORS

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## *Selecting for Success* is actively employed in these industry sectors — among others:

- Consumer Products
- Energy
- Financial Services
- Hospitality
- Industrial
- Nonprofit
- Pharmaceuticals
- Professional Services
- Technology
- Utilities

Find and hire the best  
job candidates.

Contact us to learn more about **Selecting for Success:**

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