

# THE ART OF TALENT ACQUISITION

On-boarding, Off-boarding, Retention & Attrition

**BDT 3,500/- +VAT || JANUARY 11, 2020**

## INTRODUCTION:

Finding and hiring the right people is often cited as the number one concern of businesses today. It seems we are all competing for the best and brightest work forces. A critical component of the People Manager Value Proposition is to hire talented people who enable the organization to achieve its strategic goals.

This course is an introduction into the topic of recruitment, selection, on-boarding and separation. At the outset of the course we will explore the importance of linking recruitment goals with overall company strategy. We then look at a number of options to recruit and select employees both effectively and legally. Throughout the course we will examine current issues in talent acquisition, such as how companies are now leveraging social media and hiring analytics to ensure better quality hires. At the conclusion of the course, we look at how to onboard employees to promote employee commitment and engagement.

## TRAINING OBJECTIVES:

In this training, we will lay the important foundation for the course: aligning recruitment and selection practices with your overall company strategy. We will apply the framework of systems theory to understand the interdependent components of the organization and how our plan is affected by internal and external environmental factors. We will explore the importance of workforce planning and, finally, conclude this module with a look at the core components of the hiring process: job design, job analysis and job descriptions.

**ALIGN:** Define and implement Talent Acquisition strategies to meet business goals and support organizational culture.

**SEGMENT:** Determine organizational gaps in critical roles to more quickly impact the bottom line.

**BRAND:** Define an Employment Value Proposition that attracts highly qualified candidates.

**PIPELINE:** Develop a channel management strategy to fill gaps with the right people at the right time.

**ASSESS & SELECT:** Identify, develop, and measure candidate potential for success.

## ABOUT FACILITATOR:



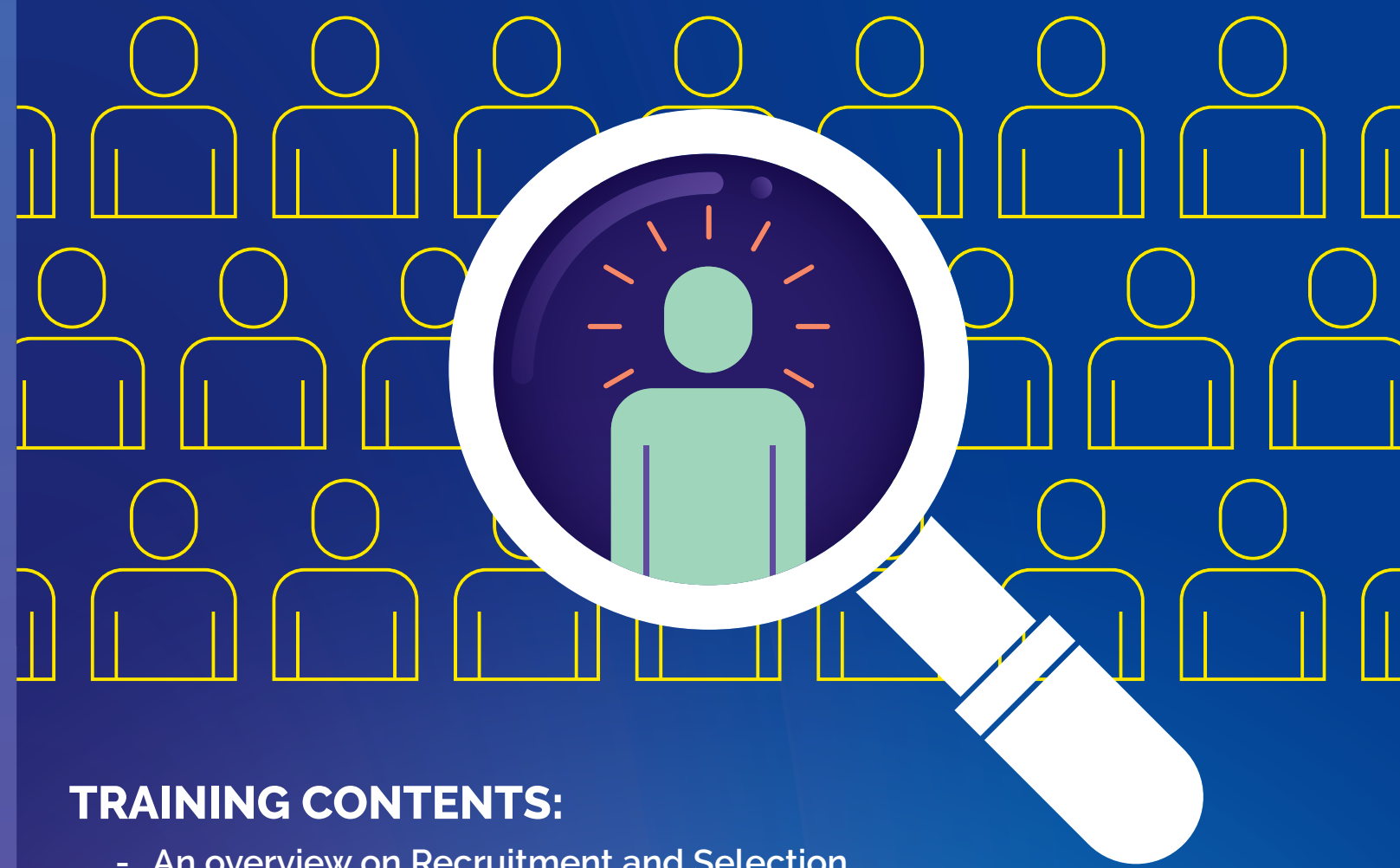
## SHARIER MAHUMUD TUSHAR

Human Resources Business Partner  
Nielsen South Asia | Bangladesh

SHARIER is Nielsen's Country Head of Human Resources and HR Business Partner for South Asia Market's Bangladesh cluster and also serving as member of the Executive Committee member of Nielsen country leadership team. A highly effective and commercially astute Leadership & Management Consultant with a proven track record of delivery across OD, Culture Change, Leadership Development, Coaching and full range of HR Disciplines.

Here he is responsible for Nielsen's global HR strategy, which is all about empowering people to enable business success. In this role he delivers world-class programs to create a positive Nielsen employee experience and build a culture where associates can be themselves, make a difference and grow within the organization. He leads Nielsen's Bangladesh HR team and working closely with Nielsen's South Asia HR team overseeing end to end HR process with talent engagement and development, talent reviews, training & capability development, compensation and benefits, talent acquisitions and retentions.

He is widely known for commercial and practical HR solutions, as well as academic rigor, including teaching at the University level. He is a certified HR professional by United Nations, ILO, Mercer & Towers Watson and also recognized career coach & mentor for professionals.



## TRAINING CONTENTS:

- An overview on Recruitment and Selection
- Aligning Recruitment and Selection with Company Strategy
- Strategic Alignment
- Internal Environment
- External Environment
- Labor Shortage Options
- Internal Vs. External Hires
- Strategic Workforce Planning
- Foundations of Hiring
- Job Analysis
- Job Descriptions
- Job Design
- Selection: Finding the Best Candidates
- HR Responsibilities in Recruitment
- Leveraging the Employer Brand
- Recruiter Effectiveness
- Recruitment Interview
- Passive Recruiting
- Recruiting Ethically
- Cultural Fit
- Diversity
- Inclusion
- Sourcing the Best Talent
- Equal Employment Opportunity
- Biases
- Background Checks
- Selection Tools
- Effective Interviewing
- Candidate Evaluation
- Creating and Presenting the Offer Package
- Hiring Analytics Primer
- Onboarding
- Your Return on Investment for Doing Onboarding Well
- Onboarding is the Beginning of Your Work Relationship
- Creating the Tools to Make Onboarding Easier
- Bringing on an Individual
- Getting Yourself Ready for the New Hire
- Talking with the New Hire Before They Start
- Working with your Current Team
- Setting Up a Welcoming Environment
- Creating an Engaging Workplace
- Developing Your Employees
- Performance Management and Your New Hire
- Building a Great Onboarding Experience
- Separation
- Exit Interview

## TRAINING METHODOLOGY:

- PowerPoint presentations
- Interactive Lectures, Handouts & Case studies
- Exercises with practical real life examples, problems with solutions
- Group work; Sharing & Participatory
- Videos
- World's Best Practices
- Open floor discussion Questions & Answers

## TARGET AUDIENCE:

- Young Emerging & Potential HR Professional (any level)
- Senior Management People
- HR Consultants
- Students or Academicians involved in the HR study
- Corporate Professional
- Employees of other Functions
- Independent Entrepreneurs
- Recruitment enthusiastic

## THE "+" OF THE TRAINING:

- Using innovative pedagogical methods
- Instructor lead discussion for sharing experience

