



Strategic Talent Acquisition

DURATION

3 days

CONTACT HOURS

18

LEVEL

Intermediate

FEE PER DELEGATE

US\$1,200

Design a hiring process that predicts performance instead of rewarding interview skill.

Most hiring processes measure how well a candidate performs in an interview, which correlates weakly with how well they will do the job. This programme rebuilds the process around evidence: defining the role by what success looks like, designing assessments that sample real work, and running a decision that resists the loudest voice in the room.

Available as classroom, live online, in house.

Who it is for

HR and talent professionals, and hiring managers who make frequent appointment decisions.

What you will be able to do

- Define a role by the outcomes it must deliver rather than by a list of attributes.
- Design assessments that sample the actual work.
- Run structured interviews that produce comparable evidence.
- Make a hiring decision that resists bias and seniority pressure.

The outline

DAY 1

Defining the role

Outcomes rather than attributes · Distinguishing essential from preferred · Where job descriptions mislead · Internal against external sourcing

DAY 2

Assessment design

Work samples · Structured interviewing · Scoring anchors that mean something · What to stop using

DAY 3

The decision

Comparing evidence rather than impressions · Bias in panel decisions · Handling the strong internal candidate · Offer, onboarding and the first ninety days

What you leave with

- An outcome based role definition.
- A work sample assessment for one live vacancy.
- A structured interview guide with scoring anchors.
- A decision protocol for the hiring panel.

Published dates

DATES	WHERE	FEE
23 to 25 November 2026	Kampala, Uganda	US\$1,200
30 November 2026 to 2 December 2026	Durban, South Africa	R12,000
7 to 9 December 2026	Accra, Ghana	US\$1,200
14 to 16 December 2026	Nairobi, Kenya	US\$1,200

Fees are per delegate and cover all course materials and meals arranged by the delegate. Registration is free.

Register or ask a question

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