



AFRICAN ADVANCED LEVEL TELECOMMUNICATIONS INSTITUTE (AFRALTI)

## TRAINING WORKSHOP OUTLINE

<b>Title:</b>	HR – Talent Sourcing/Recruitment
<b>Dates:</b>	28 <sup>th</sup> -29 <sup>th</sup> November 2018
<b>Duration:</b>	1.5 Days

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### Course Overview:

This is a very practical, how-to workshop – not death-by-power point best-practices training. Participants will work on real scenarios, generate real sourcing strategies and candidates, and learn how to find people who aren't on LinkedIn, get their contact info, engage with them via email, InMail, and phone, and leverage the productivity tools of world-class sourcers to squeeze more sourcing success out of each day. In addition, the workshop will include tips on how to attract millennials and generation Z at the workplace.

### Target Audience:

Sourcers, Recruiters, Talent Acquisition Specialists, Staffing Managers, as well as Sales and Business Development Professionals, from beginner to advanced level.

### Value Proposition:

The Talent Acquisition training equips and designates the important new set of skills that professionals must possess in order to solve these challenges and position their organization for success. The program is centered around an instructional and experiential learning model that not only helps in learning the concepts presented, but also applying those lessons on the job.

### Methodology:

Our workshops are not presentations, where learners sit back and passively listen and check their email. Instead, we engage the team throughout the workshop by leveraging real-time Q&A, scenario based exercises, speed round best practice sharing, live demonstrations, and interactive discussions. We also bring a real-world humility that comes out in the – often comical – stories we share to reinforce the learning objectives.

### Workshop Objectives:

All of our training is custom-built to align to your recruiting team's challenges, goals, skill gaps, culture, and process. The actual workshop agenda is developed in partnership with you, the recruiting leader. We leverage real world sourcing scenarios to ensure that recruiters leave with

practical, actionable sourcing strategies and tactics. We build these scenarios after conducting focus group calls with your team, so that we're sure they're on target.

### **Workshop Learning Outcomes:**

We understand the type of corporate recruiting environment you work in. We ensure that the strategies and tactics we share are realistic given your recruitment loads, priorities, recruiting culture, and budget. We teach participants how to prioritize and use the right tool for the job and reduce the hype surrounding many of the shiny-object tools so that recruiters learn the real-world best practices that actually generate hires and create future pipelines of talent

- How to build and implement your sourcing strategy and target candidate profiles
- How to build a pipeline of qualified candidates
- How to calibrate candidates, push back on unrealistic profiles, and build credibility with Hiring Managers
- How to research and identify target companies and candidate communities
- How to efficiently search the web for thousands of hidden bios, resumes/CVs and profiles
- How to source beyond LinkedIn
- How to find contact information for passive talent
- How to engage top talent through email, InMail, social media, and phone, including template emails and phone scripts for first contact and keys to overcoming objections
- How to use tools and technology to maximize your limited time

### **Workshop Contents/Topics**

- Build, Buy Borrow — The Key Elements of Sourcing Strategy
- Talent Pipelines and Strategic Sourcing
- The Integral Connection between the Employer Value Proposition and Talent Acquisition Strategy
- The key linkage between business strategy and Talent Acquisition strategy.
- The new Competencies of Strategic Talent Acquisition
- Sourcing Channel Effectiveness
- Projecting Candidate Availability in the Talent Pipeline
- Tying Metrics to Business Strategy and Applied Talent Acquisition Analytics
- Attracting and retaining Millennial and Generation Z to the workplace
- Talent acquisition challenges, solutions and benefits

For more information, please contact us on

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