**Outline - Team Presentation (5%)**

BUSM 1500 Business Presentation Skills

**Student Names Student ID**

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| **Jay Seung Yeon Lee** | **100357736** |
| **William Au** | **100358855** |
| **Gurleen Jaswal** | **100375429** |
| **Winter** |  |

**Selected Company**

Company that each team member is familiar with, or passionate about:

**Which area will your team improve performance in:**

* Reducing the company’s **impact on the environment** and be “greener”
* Hiring **new talent** from post graduate institutions (such as Langara College)
* Becoming more **ethical** in the company’s business practices.
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**STRUCTURE OF PRESENTATION**

**Introduction**

**Formal Introduction:** Team members and presentation topic.

**Good morning to all representatives in Board of Directors. Today, Gurleen, Jay, William, and Winter from Talent Acquisition team would like to briefly present our next step on improving hiring practices for ${companyName}.**

**Thesis:** Clearly stating why are you here (your consulting mandate).

**Bringing in new talent into the company is a crucial part in company’s overall growth. Talent recruiting will bring new energy and perspectives into the company and free up workload from senior workers.**

**Overview:** Briefly summarize your 3 recommendations in your team’s selected area.

**Three key areas of improvement for the hiring process this year will be introduction of role specific technical interviews, blind interviews, and recording quality of our hires to reflect on what’s working and what’s not.**

**BODY**

**Key Recommendation #1:** Describe your first recommendation (use research, data, statistics, and examples to support your findings).

**Behavioural questions might be useful for testing someone’s ability to relay biographical information. However, to ensure candidate’s role-specific competencies, introduction of technical portion of the interview needs to happen.**

1. **Test candidate’s critical thinking abilities and interpersonal skills through immersing them into unconventional scenarios**
2. **Role specific questions to identify if candidate has enough knowledge to be placed in the work force directly. If not, identify the extent of candidate’s capability.**
3. **Role specific interviews/ listings can attract candidates with passion for the specific role, increasing employee’s longevity at work and increase quality of applicants.**

**Key Recommendation #2:** Describe your second recommendation (use research, data, statistics, and examples to support your findings).

**Blind interviews will help us identify candidates with skills and experience without bias of their gender and education.**

1. **Conducting blind interviews will eliminate chances of discrimination against gender and sexual identity**
2. **Blind interviews will be great for identifying candidates with prior work experience || education who immigrated or hasn’t had the chance to pursue higher education that fully meets the technical requirements but not the academic requirements.**

**Noteworthy source:   
https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters**

**Key Recommendation #3:** Describe your third recommendation (use research, data, statistics, and examples to support your findings).

**Keeping track of the quality of our hires will be a great indicator for us to know what’s working and what’s not. Giving us room to reflect and grow as a team.**

1. **Keeping a record of the new hires work performance and interview performance to study the correlation between the two. This will show us what we are doing right and areas we need to improve on**
2. **Feedback from team lead and management on new hire’s performance to compare the competency candidates showed in the interview and their actual competency. This will show the quality of the questions we used for the interview**

**CONCLUSION**

**Summary:** Briefly summarize your 3 recommendations.

**Introduction of technical interviews, blind interviews, and observing new hires performance will allow ${companyName} to hire more competent candidates without bias along with the room for improvements in the future.**

**Concluding Remarks & Call to Action:** Be creative, clear, and specific in stating your call to action to the company.

TBA