

ahlc

Aon Hewitt Learning Center

Behavioral **Event Interviewing**



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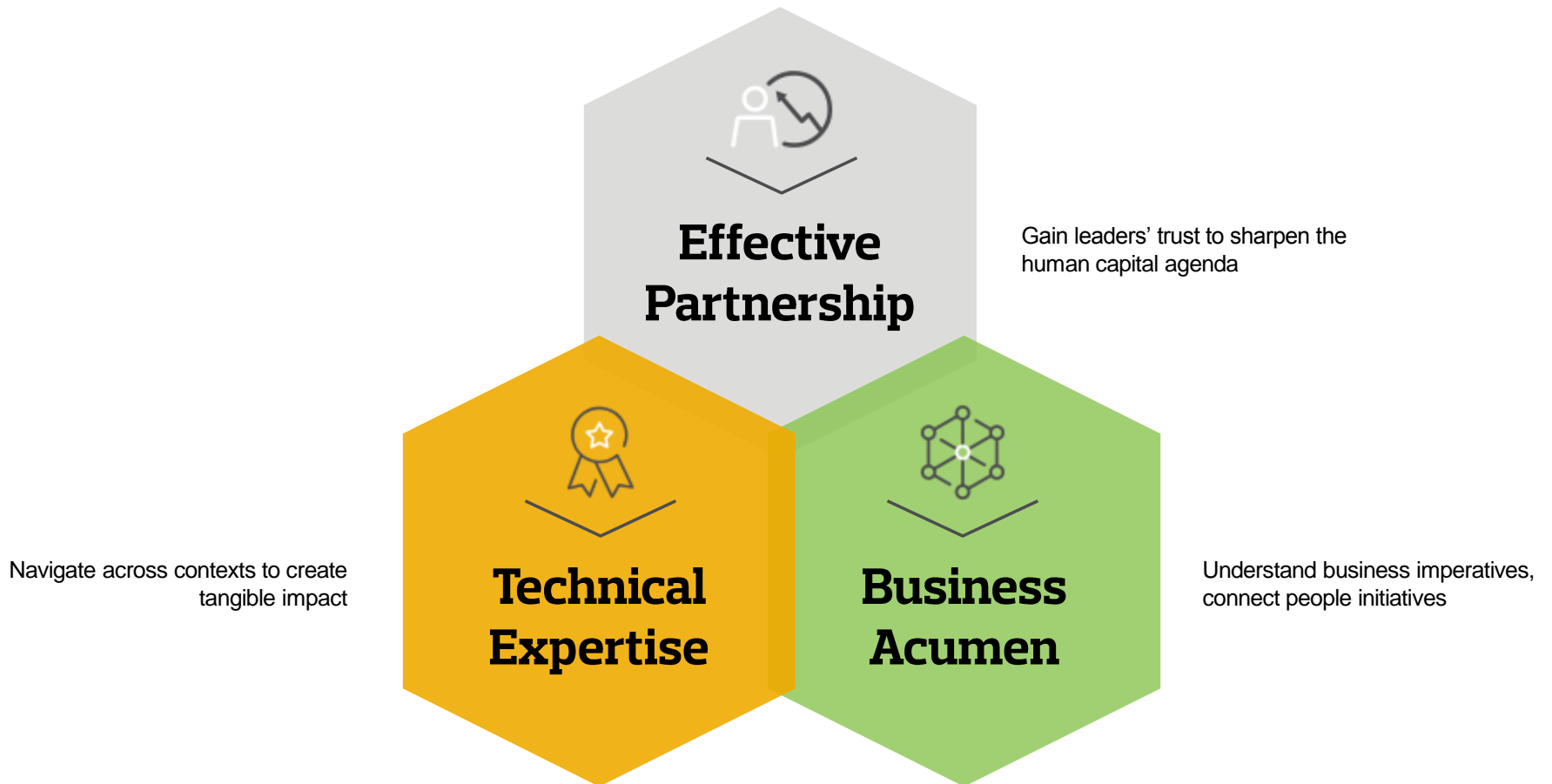
ahlc

Aon Hewitt Learning Center

Aon Hewitt Learning Center is on a mission to provide real learning to help HR impact business outcomes. We bring together our consulting insights and capability building expertise to create highly-specialized learning journeys for HR professionals.



LEARNING PROMISE



QUICK SNAPSHOT

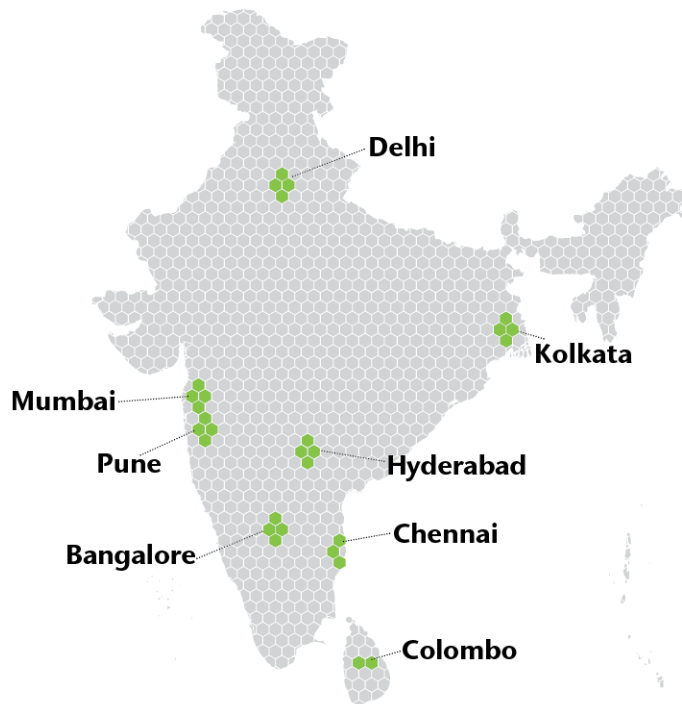
Our Capabilities

1

Flagship certificate courses for HR professionals

2

Bespoke HR capability journeys for organizations



**10
years**

Is the median
participant
experience

40%

Alumni refer
someone for an
AHLC course

80%

Alumni
feel empowered
to drive business
results

200

HR leaders
are a part of
our alumni
community

8000

HR
professionals
have received
training via our
courses

LEARNING EXPERIENCE



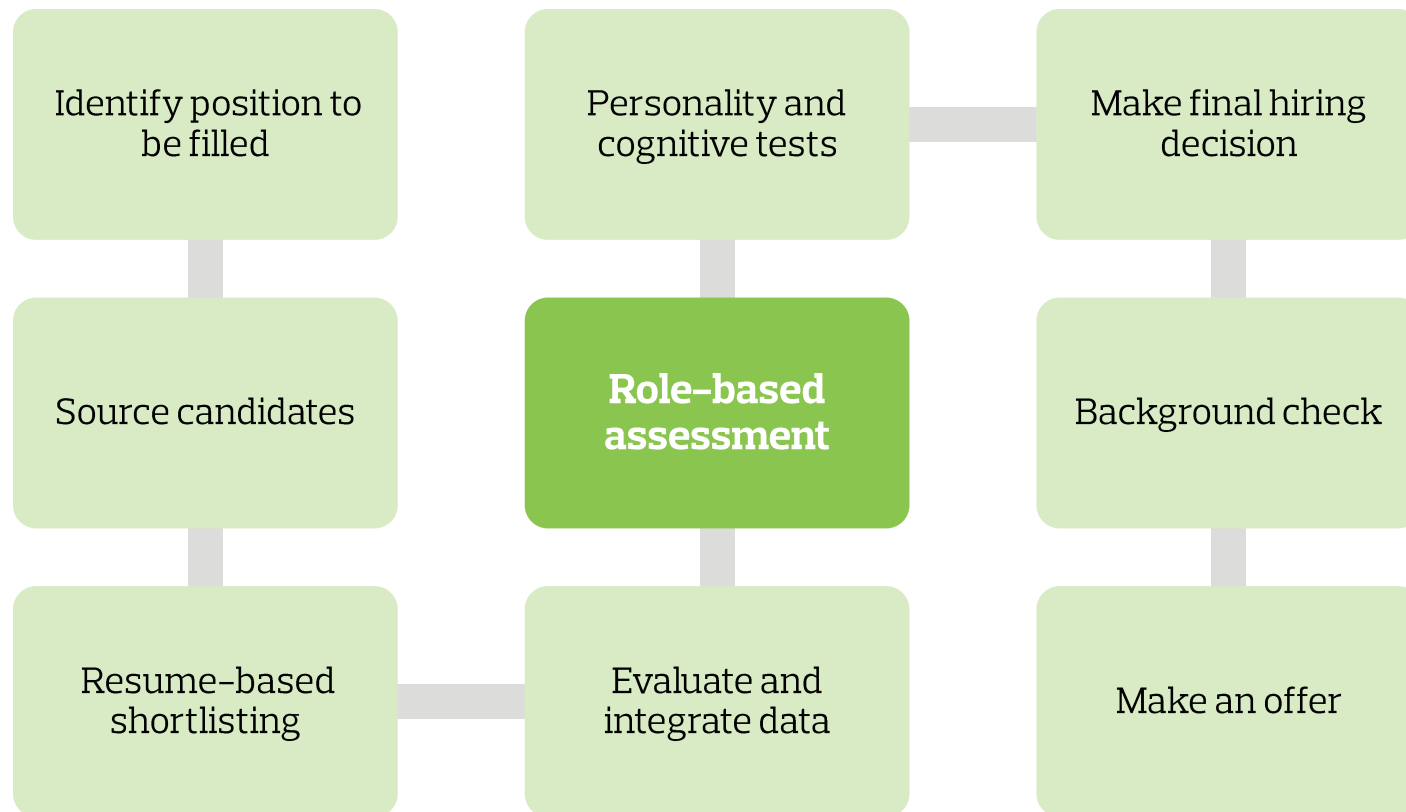
Point of View

Our Learning Anchors

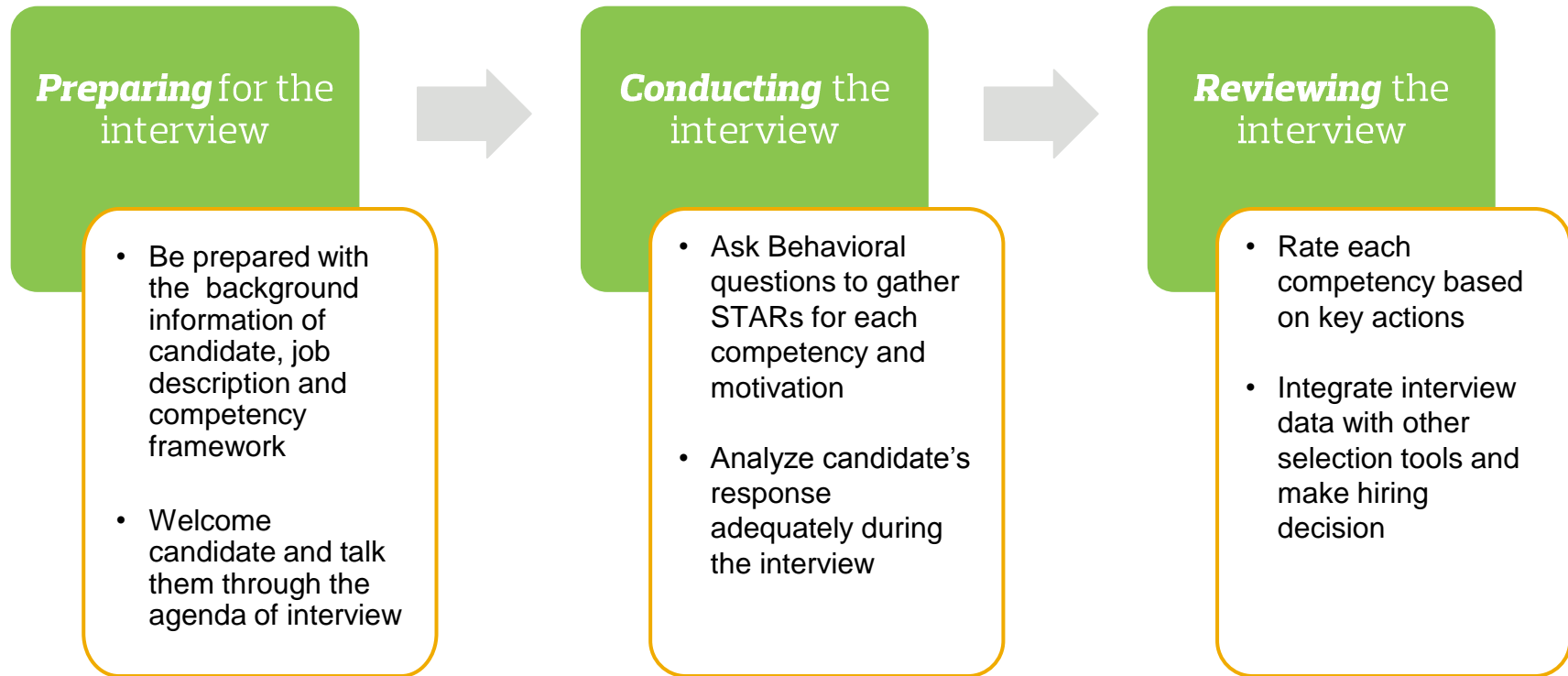


INTRODUCING BEI

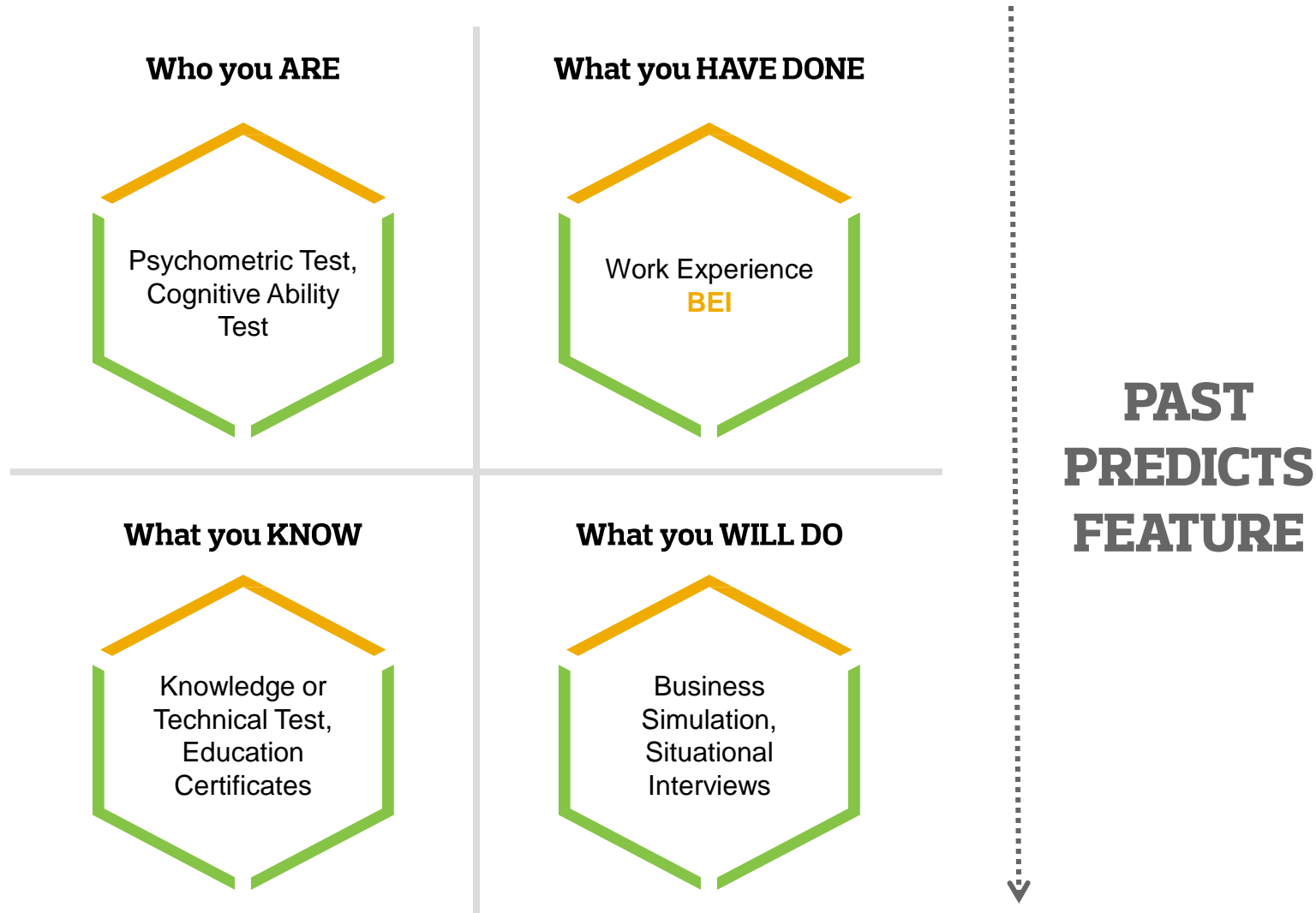
This is the typical flow of a hiring or selection process in an organization. Though the order in which selection tools are used may vary from one organization to another, the **BEI is conducted during the role-based assessment period.**



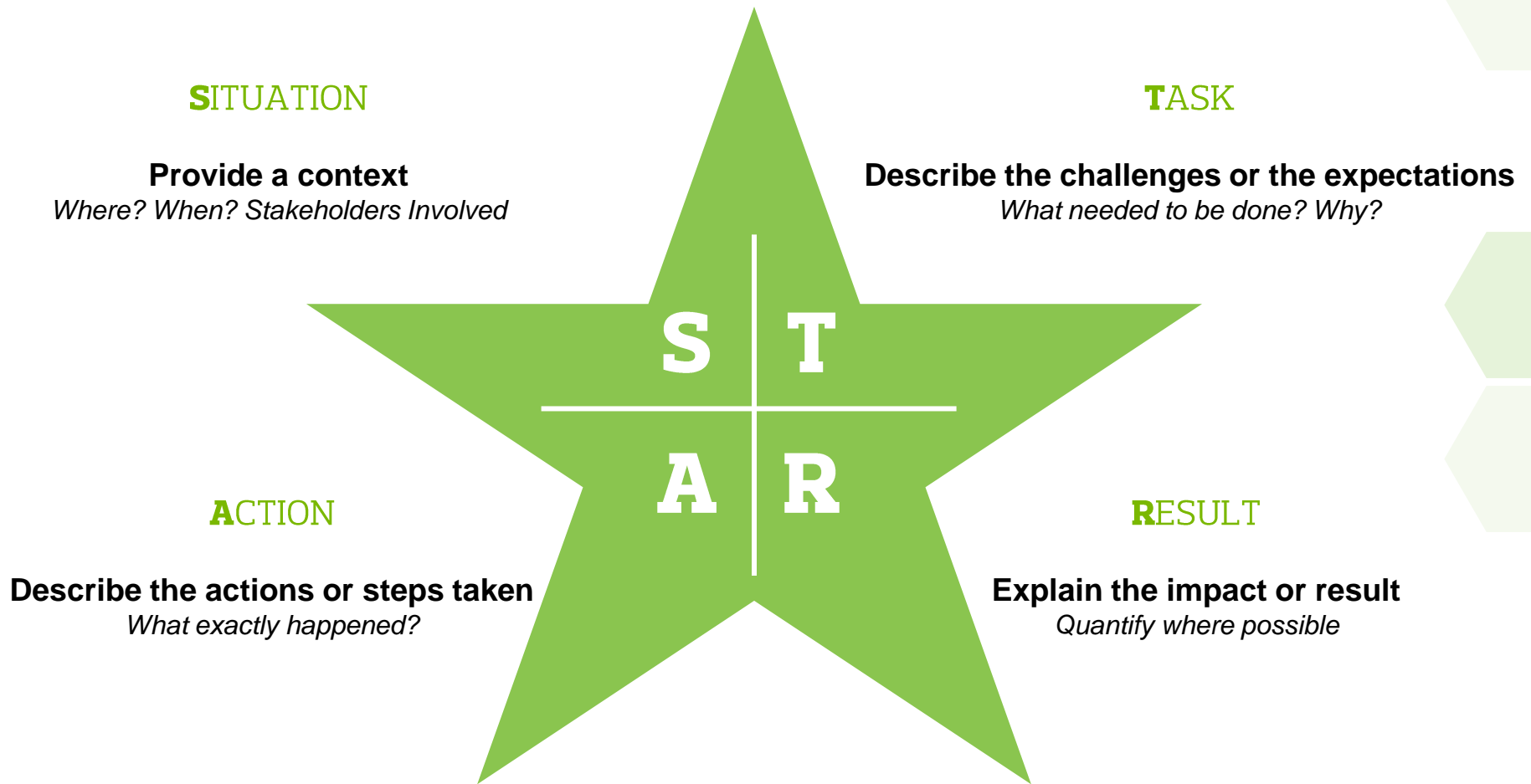
PROCESS OF A BEI



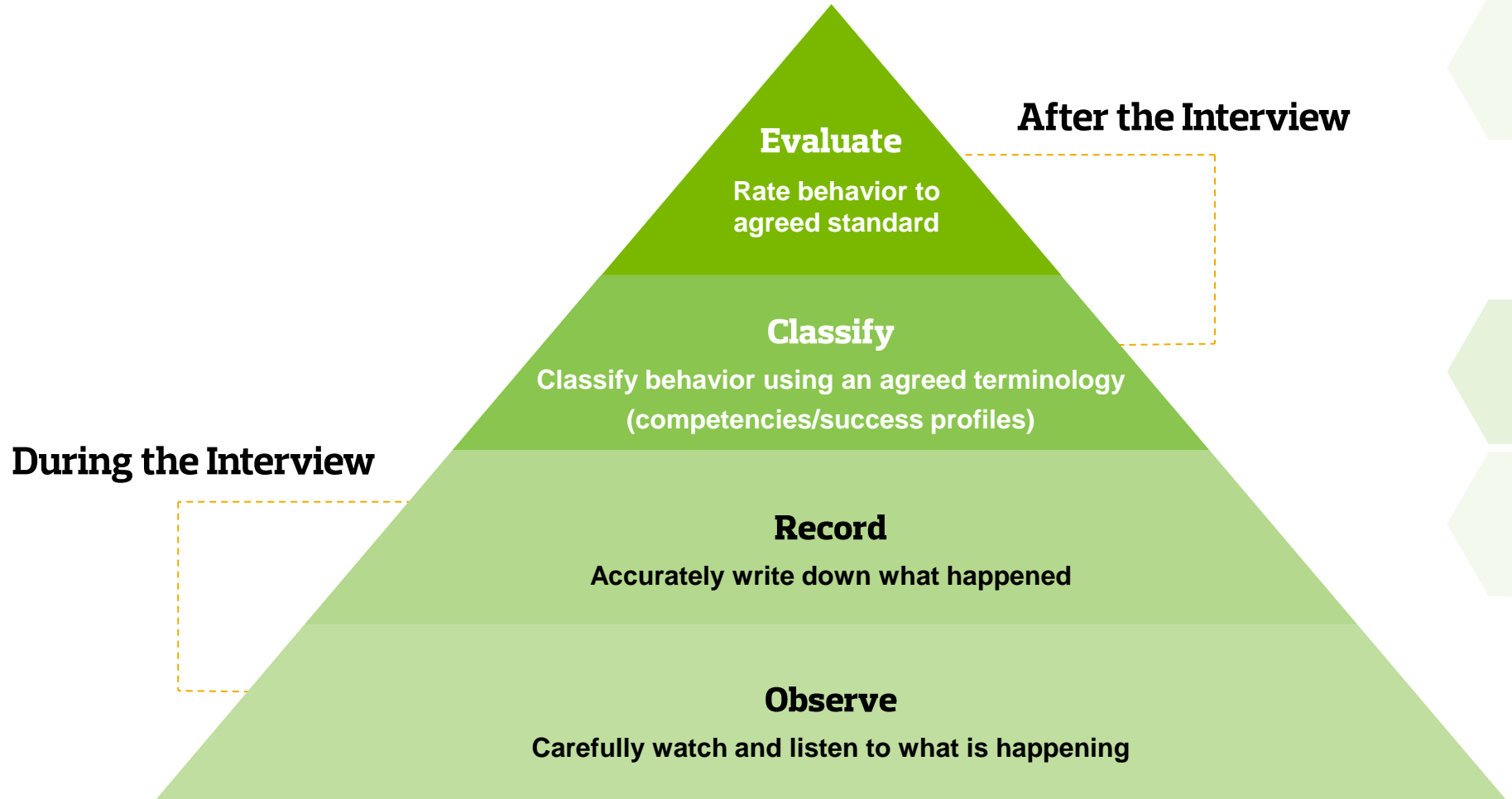
STRUCTURE OF A BEI



CONDUCTING A BEI



REVIEWING A BEI

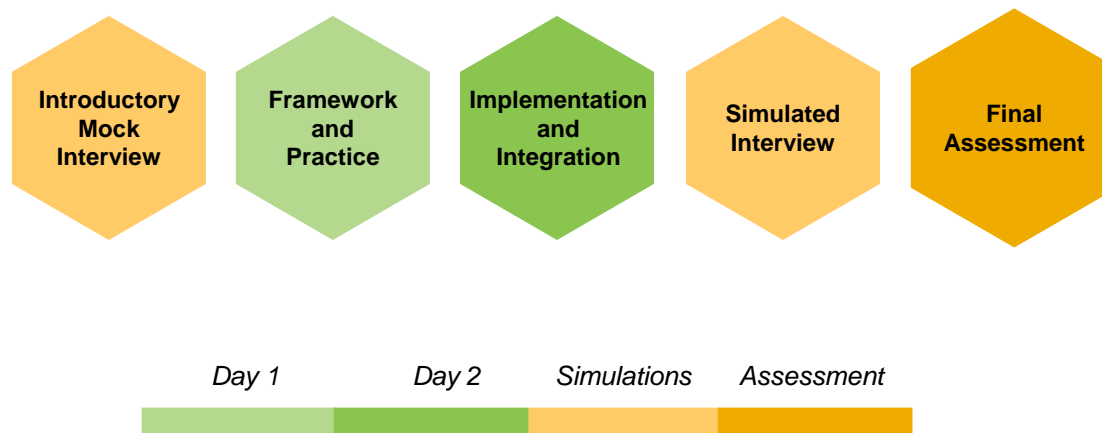


Course Curriculum

Champion effective interviewing at your workplace



PROGRAM SNAPSHOT



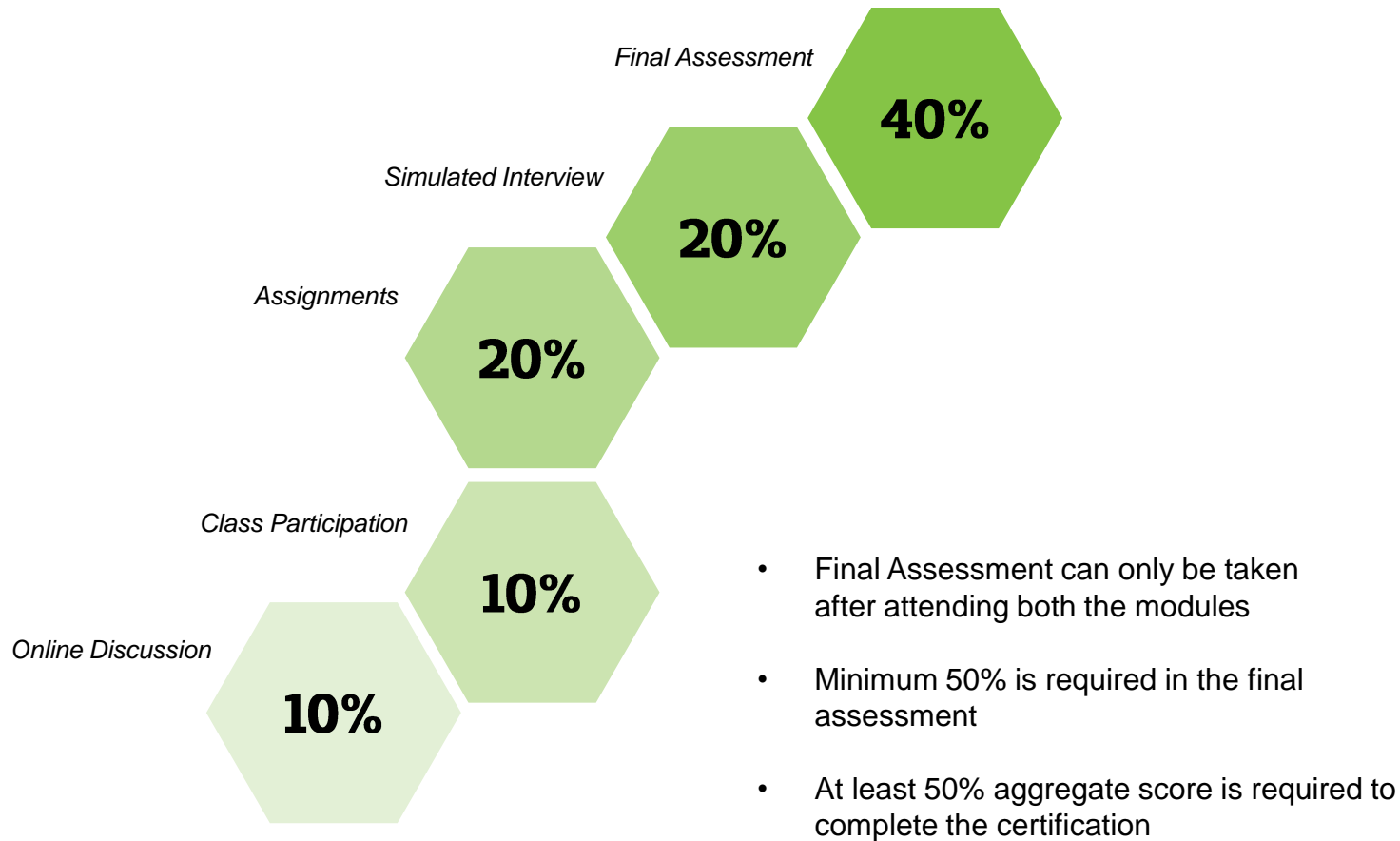
Learning journey spanning across two contact classes and a comprehensive online assessment

Participant Handbooks*

Online Discussion Boards*

**Active for one year*

EVALUATION CRITERIA



MODULE DETAILS

1

Framework and Practice

Learning Skills and Techniques

Objectives

- Analyze limitation of traditional interviews, discuss how to improve them and articulate the need for structured interviews
- Introduction to the BEI framework: learn how to use the STAR (Situation Task Action Result) model
- Link interviewing to competency model: design and evaluate competency based interviews
- Practice conducting, giving and observing interviews

Outcomes

- Understand BEI concepts such as competencies, types of questions and STAR technique
- Explore the overall selection system and how BEI fits into it
- Master the do's and don'ts in an interview to determine what works and what doesn't
- Create behavioral questions for specific competencies and develop probe questions

MODULE DETAILS

2

Implementation and Integration

Champion BEI at the workplace

Objectives

- Understand and practice how to evaluate BEIs using the ORCE model: Observe, Record, Classify and Evaluate
- Learn to apply BEI in different industries and organizational contexts
- Identify your communication style and understand its impact when you conduct an interview
- Integrate BEI in your selection and assessment processes to improve effectiveness

Outcomes

- Understand how to use interview data and results with other tools
- Leverage BEI in different situations to get effective results
- Learn to navigate your communication style for conducting effective BEIs
- Champion BEI at your workplace: propose simple ways to integrate in your hiring and promotion processes

Architects

Access the best minds in the industry: experiences, insights, growth. Delivered.



LEARN FROM OUR BEST CONSULTANTS

Anandorup Ghose leads Aon Hewitt's Rewards practice for South Asia. Prior to this role, he managed several client relationships in the Middle East, Asia Pacific and India in the areas of executive compensation design and benchmarking, long term incentive plan design, sales incentive plan design, governance structure definition, remuneration committee advisory etc.

Moreover, he has also worked on some large scale merger integration projects with clients in the region, primarily in the field of telecom, financial services and oil and gas. His key clients include the Aditya Birla Group, Mahindra, Genpact and Tata Consultancy Services.

Anandorup is a regular speaker at several executive compensation forums in industry associations such as All India Management Association, FICCI, and Anchorage Society for Human Resource Management.

He is ardent reader of the Economist and whenever time permits he loves to travel and experience new cultures.



Anandorup Ghosh
Dean,
Aon Hewitt
Learning Center



Anandorup's **Mantra**

*Culture eats strategy
over breakfast*
Peter Drucker

LEARN FROM OUR BEST CONSULTANTS

Kartik has more than 13 years of experience across both Consulting and Corporate organizations. In his 3+ years stint with Aon Hewitt, Kartik has assisted firms across industries such as Pharmaceutical, Manufacturing, Energy, Telecom, Consumer Durables, IT and ITeS with their human capital challenges in a diverse set of areas ranging from Organization Strategy Map/ Scorecard Design, Organization Structuring, Role Definition & Mapping, Job Evaluation & Grade Structure Design, Performance Management, Competency Framework Design, Assessments, Reward Strategy Design, Variable Pay Design, Pay Range Design and Global Mobility.

Kartik has managed several key clients in these sectors. He has authored articles for the client newsletter and has also presented in conferences/ seminars.

Prior to Aon Hewitt, Kartik worked with Bharti Airtel in Human Resources as a Deputy General Manager – Total Rewards and Organizational Effectiveness. Kartik has also worked with Ranbaxy in Human Resources and with Mercer and Ma Foi in Human Resources Consulting. Kartik is a Post Graduate in Management from Symbiosis Institute of Management Studies, Pune. He also holds a Masters Degree in Economics from the Pune University.



Kartik Rishi
Senior Consultant
Leadership &
Assessments



Karik's Mantra

*There is no substitute
for hard work*
Thomas Edison

LEARN FROM OUR BEST CONSULTANTS

Nidhi has over 7 years of experience as a consultant in Aon Hewitt and has worked with clients across the Manufacturing, ITeS FMCG, Consumer Durables and Oil & Gas industries. Nidhi has worked on projects involving strategy map articulation, organization structure design, design and implementation of Performance Management System, creating performance scorecards, employee engagement and compensation benchmarking.

Her experience in the leadership domain spans across clients in the FMCG, ITeS and Manufacturing domain. Her engagement with these clients has been in the areas of creation of the behavioral competency models, conducting behavioral assessments and thereby facilitating selection for larger roles in the organization.

She has worked extensively on Employee Engagement studies for organizations in the FMCG, Energy and Technology sectors, helping them design and drive action plans to improve their engagement scores,

A Commerce graduate from Lucknow University, Nidhi has done her MBA in HR from IMT Ghaziabad. Prior to joining Aon Hewitt, Nidhi worked with a start-up firm which was involved in management consulting for the Small & Medium Enterprises.



Nidhi Sehgal
Senior Consultant
Leadership &
Assessments



Nidhi's Mantra

*We are continuously faced
by great opportunities
brilliantly disguised as
insoluble problems*
Lee Iacocca

LEARN FROM OUR BEST CONSULTANTS

Sankalp is an experienced consulting professional with more than 12 years of experience (10 plus in HR consulting with Aon Hewitt, Accenture Strategy and Mercer Consulting and the balance in a APAC wide Total Rewards role with Baxter Healthcare). He has a specialization in organization effectiveness, leadership development, and HR merger management, with experience in India and in the larger Asia Pacific region.

At Aon Hewitt, he leads the leadership development sub practice nationally and works with clients on organization effectiveness and talent/leadership development related interventions. He works primarily with large business houses on designing, implementing, sustaining and measuring RoI from group wide programs.

Sankalp is a certified Hogan assessor and coach. Some of his key clients include - Ashland Inc, Aditya Birla Group, BAE Systems, Birla Tyres, Cairn Energy, Celestica, HDFC Bank, Max Group, Microsoft, Mylan Laboratories, Patni Computers, Renesas Electronics, SMS Siemag, Tata Communications, Tata Motors, Fuji Xerox and Vedanta Resources.

Sankalp has a Masters degree in Economics from the Delhi School of Economics.



Sankalp Mohanty
Leader,
Aon Hewitt
Knowledge Center



Sankalp's Mantra

*Innovation distinguishes
between a leader and
a follower*
Steve Jobs

Registration Details

Take the leap: simple three step registration and welcome
real learning



COMMERCIALS, CALENDAR & CONNECT WITH US



Learning Center
Classroom sessions
16 hours



Course Calendar
Click to view



Terms & Conditions
Click to view



**Online
Discussion Board**
Active for one year



**Participant
Handbook**
Pre-reads
2 hours



Certification
Aon Hewitt Behavioral
Event Interviewing

Connect with us
aonahlc@aohewitt.com
011 39585050

Course Fee (inclusive of taxes)

₹40,000

Participation will be confirmed post payment

CONTACT US

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