



Competency Based Interviewing (CBI)

Organisations are increasingly depending on their people to deliver on the competitive advantage in today's service-driven economy. The battle for talent is now a top priority and a strategic imperative for line managers at all levels.

Whilst there are a wide range of tools which may be used to attract, develop and retain the best people, interviews remain the most common approach and vital component in the selection process. Research shows that poor selection results in multiple negative outcomes - an increase in staff turnover; new starts departing in the first 6 months; higher cost of recruiting, inducting and training new starts; and not to mention the negative impact on productivity.

Working skilfully with their Human Resources partners, line managers are engaged more than ever in hiring the right individuals to meet both today's business challenges and those of the future.

Competency Based Interviewing (CBI) is a structured interview process, designed to probe specific skills, competencies and characteristics of the talent to reach their organization's critical strategic objectives.

At this session, we will share with you:

- Core Components of a Structured Selection Process
- What are some of the Behavioural Questioning Techniques used

Join us in an interactive session to discuss Best Practices and share insights on Talent Development, as well as network with your fellow HR Professionals.

Venue: DBM Conference Room

Address: 1 Robinson Road, AIA Tower #20-01 Singapore 048 542

Date: 27 July 2011

Time: 3:00 to 5:00 pm

Please visit http://www.dbm.com/sg/en/local_events.asp to download registration form or contact Annie Lui, Client Services Executive at tel: (65) 6534 2922 or email: alui@dbm.com.