

Interviews Don't Work

*Sure-fire Tactics for Screening Applicants
When There Aren't Enough to Go Around*

with Bob Wendover



Is the lack of qualified applicants driving you nuts? Sure. But now more than ever you need to make sure you're hiring the best people. The only true way to determine how applicants will perform on the job and mesh with the culture is to watch them in action. Bob Wendover has been honing this process for more than 30 years. After all, hiring a front line professional for just one year is at least a \$75,000 decision.

This interactive session includes 15 examples of what successful employers are doing to put candidates "through the paces." A selection of those attending are offered "hot seats" where Bob and the audience create the processes for effective screening. Learn to detect whether the applicant you meet will be the employee you can depend on.

"Great job! Not only was the presentation fun, but it also provided insights into the various generations in which our group had an interest. Your enthusiasm was infectious and really got the audience involved and motivated." Ed Blum, CAE Executive, Director
Rocky Mountain Electrical League



Selected Clients

Alegent Health
American College of Healthcare Executives
Association for Manufacturing Technology
Ball Aerospace
Citigroup
Colorado Rockies Baseball Club
Construction Users Roundtable
IBM
Intel Corporation
Kaiser Permanente
KPMG LLP
McLane Company
Mechanical Contractors Association of America
Parker Hannifin
Shell Oil Company
Super 8 Motels
Westar Energy, Inc.
Western Association of Food Chains



Walk away with these strategies and more:

- Why people can't walk and lie at the same time and how to leverage this fact during screening.
- How Bob's "chat-n-fold" technique reveals three critical applicant attributes.
- How to use simple environmental characteristics to your advantage in determining an applicant's suitability.
- How to construct cost-effective simulations that compel applicants to demonstrate their true skills and attitudes.
- How to use Bob's "workplace two-step" to reveal five insights you won't get from a cross-the-table interview.
- How one supermarket manager can assess whether an applicant is a match with two minutes.
- How the power of "interviewing by walking around" will shred the preparation of the best prepared applicant and you'll get the real them.
- How to make the financial and legal case for out-of-the-box applicant screening when everyone else says it's too expensive and time consuming.

This session features "hot seats" for a selection of attendees where Bob and the audience design a simulation for the person in the hot seat.

Bob Wendover, CSP has been helping companies adjust to workforce trends for more than 30 years. He is the award-winning author of 12 books including *Crossing the Generational Divide*, *Figure It Out*, *Two Minute Motivation* and *Beating Burnout*. Bob has conducted more than 1500 keynotes and seminars over the past 30 years. But he's no "sage on the stage." He was conducting interactive keynotes way before the term was in vogue. Adults learn best when they're interacting. That's the type of session at which Bob has become a master. He's appeared on CNN, CNBC and a host of other media outlets. He's written for major publications across the US. He has served on the management faculty of the University of Phoenix and as a special advisor to the American Productivity and Quality Center. Bob has spoken everywhere from the towers of Wall Street to the bush of Alaska. He will entertain you. He will inform you. But most important, he will provide strategies that will "move the needle."



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can be delivered as a virtual, hybrid or in-person interactive seminar of any length of up to four hours. It can also be delivered as a webinar of up to two hours. A self-paced version of this course will be available later in 2022.

**Planning a meeting or know of an event
where this topic would be a good fit?**

Let's connect about the possibilities!
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