

TALENT ACQUISITION INCORPORATING PRACTICED SCIENCE

WHY YOU CANNOT MISS THIS WORKSHOP

By attending this one-day interactive workshop, talent and hiring managers will be made aware of transactional signals sent out by poor performing organizations to prospective talent pool, unlearn outdated recruiting techniques and relearn new techniques that have been proven through empirical research and meta-analytic studies. At the end of this workshop, you will:

- Review your hiring goals and fully engage with your role by internalizing your values, beliefs and purpose.
- Understand what science says about recruiting effects and its correlation with intention to join, organizational commitment and performance and apply it to your recruiting practice.
- Find out what the behavioral experts says about recruiting competencies and apply it to assess your own competency level.
- Know what selection tools should and should not be used by your organization.
- Relook at the recruiting steps and learn about how new research and technology will change the near future of recruiting.
- Understand executive triggers and how to uncover them through validated interview techniques.
- Learn about how ROI can move beyond efficiency measures and into effectiveness and impact measures.
- Apply on-boarding tips and develop an ethical code of conduct.

WHO SHOULD ATTEND

Functional Decision Makers

Talent Leaders

Hiring Managers

Corporate Executive Recruiters

ABOUT YOUR WORKSHOP LEADER



Theresa Goh
ThreeSixty Partnership

Theresa contributes over 20 years experience in the Technology, Executive Search and Leadership assessment business in Asia.

Theresa's career began with IBM Singapore where she managed global accounts in the petrochemical sectors. The management of these clients has taken her all over the world for business planning and client meetings.

In 1995, after ten years with IBM, Theresa established a boutique executive search firm specializing in the High-Tech industries. She became an equity partner in International Technology Partners (ITP World-Wide), Houston in 1998 and was the Co-Chairman for three years. In 2003, Theresa branched out into Leadership assessments and has helped several organizations build their competency framework for leadership recruitment, development and succession planning. In 2008, she was selected by Business Week as one of 'The World's Most Influential Headhunters'.

Theresa holds a Masters in Science (Organisational Psychology) from City University of New York, a Bachelor of Business Administration from the National University of Singapore and a diploma in Applied Psychology from The American University. She is a Certified Behavioral Analyst with Target Training Institute USA, and in Occupational Testing and Personality (OPQ) with Saville & Holdsworth (SHL) held in conjunction with British Psychological Society. She currently volunteers as the Vice-Chairman of Centre for Non-Profit Leadership and as a Committee Member with the Singapore Psychological Society.