



# HIRING FOR SUCCESS

## THE NEW AGE PARADIGM

FICCI in collaboration with Strat-Board

### INTRODUCTION

The dynamics of employment have undergone a sea change. Multiple generations working together, in a world driven by technology have given birth to a more challenging environment for recruiters than ever before. The traditional ways of hiring are diminishing in returns while organizations continue to pursue the path to greater outcomes and excellence.

What used to be a simple process of advertising for jobs, getting in plenty of applications, interviewing to find the best – and getting in enough people who will stay with you for decades; to a situation now, where recruiters are trying to battle with multi-pronged sourcing strategies, intricate tools for assessment, proliferating their Employer Brand, worrying about Candidate experience, tracking applicants beyond work experience, facing last minute drop-outs and managing high levels of attrition.

All this in a socially active world - where the risks and returns from hiring activities can be exponential in the long-term success or failure of your organization.

This 2-day program brings you the new age hiring essentials and gives you a deep dive into the reality, tools and techniques to succeed in your hiring efforts; while sharpening your understanding and practice of the core aspects in the hiring process.

### WHO SHOULD ATTEND?

- Talent Acquisition & HR Managers
- Entrepreneurs scaling up their Business
- Business/Team leaders responsible for hiring

Certificate of participation will be issued to all delegates by FICCI Quality Forum.

### METHODOLOGY

A judicious mix of presentations, exercises, group discussion, case studies on 'Hiring for Success' and Hands-on practice will be used. Participants will be encouraged to relate the learning to live situations.

### PROGRAM SCHEDULE AND REGISTRATION PROCEDURE

Date : July 5-6, 2018

Timing: 09:30 hrs – 17:30 hrs

Nature: Non residential

Venue: ibis Hyderabad HITEC City  
Plot 3/2, Sector II, HUDA Techno Enclave, Near Cyber Towers, Hyderabad, Telangana - 500081

Participation Fee: INR 15,000 plus GST (includes cost of training, course kit, lunch, tea, etc.)



For further details & to reserve your seat, please contact:  
Vinti Mehrotra  
T: +91-11-2348 7563, M: +91 - 9810884471  
E: fqi@ficci.com ; vinti.mehrotra@ficci.com

# ABOUT FICCI QUALITY FORUM

FICCI Quality Forum (FQF) is a specialized division of Federation of Indian Chambers of Commerce and Industry (FICCI) set up with objective to sharpen the competitive edge of Indian Industry. FQF provides training, consultancy and research services focused on enhancing the quality quotient of clients and partner organizations.

For the past 20 years, FQF in collaboration with renowned national and international partners has been providing training on various ISO management systems like ISO 9001 Quality Management System (QMS), ISO 14001 Environment Management System (EMS), ISO 22000 Food Safety Management System (FSMS) and Occupational Health and Safety Management System (OHSAS) 18001 standards and also providing trainings on different Behavioural and skill based topics to Industry at large through pool of highly competent & experienced trainers

## ABOUT OUR FACULTY

Gaurav Bakshi - Gaurav is the Co-Founder and Managing Partner of 'Strat-Board' a platform that helps people practitioners in finding credible service Providers for the full spectrum of their HR requirements.

Before launching Strat-Board, Gaurav has held business Partner and HR Leadership roles with leading organizations like Dabur India, PepsiCo, Fitness First and Religare and made marque contributions in the creation and execution of People Strategy. During his experience - Gaurav has led large scale as well as niche Hiring assignments for multiple industries & geographies for organizations in distinct phases of evolution.

Personally, he takes a lot of interest in the emergence and adoption of new age practices and technology across the Employee Life Cycle and has a perspective trusted by leading organizations and HR Leaders in India. Gaurav is an MBA from Symbiosis Institute of Business Management, Pune and has been recognized for professional excellence and contribution to Business on multiple occasions.

## PROGRAM DETAILS

### DAY 1

- Introduction & Expectation Setting
- Understanding the current hiring landscape
- The core Hiring Process: Sourcing, Short listing, Interviewing
  - ≈ Learnings & practice
  - ≈ Deep Dive into the new age Tools & Techniques in the Hiring Process- Employee Referrals, Social Hiring, Video Interviewing, Assessments, Background Verification

### DAY 2

- Understanding the emerging concepts in Hiring like
  - ≈ Talent Brand
  - ≈ Diversity & Inclusion
  - ≈ Recruitment Analytics,
  - ≈ Applicant Tracking Systems
- Measuring Success/ Quality of Hire – Concepts

## HEAR FROM OUR PROGRAM DELEGATES

“Thanks for the Insightful session conducted by FICCI and Gaurav Bakshi. Look forward for more such interesting engagements”-  
Head-Talent Acquisition (Power Sector)

“I would like to thank FICCI for organizing such an excellent workshop on HR Hiring Trends in present times. It was a great experience, both in terms of revising my basics in Hiring trends, and also an opportunity to network with HR professionals from some good companies. I will look forward to my participation in such excellent programs in the future as well”-  
Asstt. Director (Education Sector)

### SOME OF OUR EARLIER PROGRAM PARTICIPANT COMPANIES

Daikin Airconditioning India Pvt. Ltd

EDCIL India Ltd

Panasonic India Private Ltd

The Boston Consulting Group India Pvt Ltd

Religare Finvest Limited

Orient Electric

Trivitron Healthcare Pvt. Ltd

Uflex Ltd

Durgadevi Saraf Institute of Management Studies

Reliance Broadcast Network Limited

Spectral Consultants

GSI LOGISTICS PVT LTD

XAVIER SCHOOL OF HRM, XAVIER UNIVERSITY

EMBEE SOFTWARE PVT. LTD.

Forbes Marshall Pvt Ltd

Elomatic-Pharmalab Consulting & Engineering Pvt Ltd

BARD

RELIGARE FINVEST LIMITED

National Payments Corporation of India

iPredictt Data Lab