

INTERVIEWING SKILLS

TEMPLAR ADVISORS

Because your Firm is as good as the people it employs, this session is about some of your most important decisions

Interviews are key to your future success: companies that fail to run a professional selection process will end up recruiting inadequate team members and miss out on top talent. Preparing for interviews, conducting them in a well orchestrated manner, and being persuasive when "selling the firm" to potential recruits are all critical skills in business. This session combines evidence from research on this subject, practical tools to help you run better interviews and opportunities to practice and receive feedback.

THE HIDDEN COSTS BEHIND THE WRONG HIRES

Research shows that the cost of making the wrong hiring decision when recruiting for a mid-management role is 350% of this person's annual salary. This includes:

- Recruitment and re-hiring fees
- Wasted training costs
- Loss of productivity

In Finance and Banking, this cost is often much higher due to claw-backs of bonuses and training costs.

COURSE OBJECTIVES

- To improve efficiency and save time in preparing and conducting interviews
- To ensure that you gather all the relevant information on candidates in a structured and consistent way, leading to the recruitment of the best talent
- To project the best possible image of the firm and of your team in front of potential new recruits

COURSE OUTLINE



"Look for 3 things in a person – intelligence, energy and integrity. If they don't have the last one, don't even bother with the first two."

Warren Buffet

FORMAT

Duration: 3 hours

Group size: 4-6 participants

Video feedback is used during the sessions. Participants receive a handout following completion of this course.

BIOGRAPHY

JOSEPH BIKART



Joseph co-founded Templar Advisors in 2000. Prior to this, he was a senior consultant in a US communications firm, and an investment banker for Citi and BZW (now part of Credit Suisse).

Joseph specialises in Communication and Presentation Coaching and for the past 25 years has worked with senior executives in the financial sector, including leading Investment Banks as well as Private Equity and Asset Management firms. Joseph is also an executive coach, having qualified as a Senior Practitioner following his studies at the Tavistock in London.

He teaches at the London Business School on the MBA Programme, and at ESCP as part of the M.Sc in Digital Transformation and Leadership. In 2019, he published the award-winning book "The Art of Decision Making".

Joe holds a Master's in Management (Hon) from ESCP and is qualified by the SFA as a registered representative.