

LEARNING LANE



RECRUITMENT

First opportunity for the employee to learn about the Company and the Company to learn about the employee

The Employee's Role

- Research the organization to learn about both its business and its culture
- Prepare questions to learn more during the interview process
- Seek more information from potential peers and colleagues who have experience with the company
- Review the Company's values and think of examples of how you have demonstrated key aspects in past work experience
- Be honest in your responses - if you are not the right fit for the position, this is the best time to find out

The Manager's Role

- Develop screening criteria that include assessment of candidate's capacity to continuously learn
- Prepare questions that will enable you to learn about both skill and behaviour "fit"
- Be candid in responding to questions and concerns to allow the candidate to gain a realistic view of the job and to learn about the Company's culture in getting the work done
- Consider how the candidate will increase your team's capability to learn and grow

Equipping for the learning Journey

Recruitment:

- Ensures that both the Company and the candidate have had sufficient learning to make an informed decision before embarking on a continuous learning journey
- Recruits are assessed for learning competencies to build a learning and teaching bench strength

Key components:

- Review position requirements
- Post job on website
- Detailed behavioral-based interview process
- Hiring Manager and Recruiter interview jointly

Links to more information:

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