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Recruiting

Great hiring is the basis of business success.

Get recruiting-smart with specialized training in inclusive sourcing, candidate experience, employer branding, talent advisory, and more.

Our Recruiting training is aimed at sourcers, recruiters, talent advisors, recruiting leaders, and HR business partners.





Sourcing Talent

Search Basics	Learn more >
Engaging Talent	Learn more >
Searching Job Boards	Learn more >
Social Sourcing	Learn more >
LinkedIn Sourcing	Learn more >
LinkedIn Extended Features	Learn more >
Overcoming LinkedIn Search Limitations	Learn more >
The Research Before Sourcing	Learn more >
Sourcing Like a Spy: Advanced Sourcing Techniques for Truly Passive Talent	Learn more >
Sourcing Like a Spy: Advanced Sourcing Techniques for Truly Passive Talent Advanced Technical Sourcing	Learn more >
Advanced Technical Sourcing	Learn more >
Advanced Technical Sourcing Building Your Sourcing Process	Learn more >
Advanced Technical Sourcing Building Your Sourcing Process Using Advanced Search Techniques for Talent Mapping	Learn more > Learn more > Learn more >
Advanced Technical Sourcing Building Your Sourcing Process Using Advanced Search Techniques for Talent Mapping Advanced X-Ray Searching	Learn more > Learn more > Learn more > Learn more >





Screening & Shortlisting

Predicting Success for Recruiters	Learn more >
Reasonable Accomodation	Learn more >
Interviewing: Roleplays & Demonstrations	Learn more >
Assessments 101	Learn more >
Decoding Psychometric Assessments	Learn more >
Shortlist with Success	Learn more >
Understanding Candidate Motivation	Learn more >
The Job Offer: Preparing and Selling	Learn more >
The Job Offer: Closing & Making the Offer	Learn more >
Reference Checking Essentials	Learn more >
How to Decline External Candidates	Learn more >
How to Give Internal Candidates Feedback Post-interview	Learn more >

Candidate Experience

Candidate Experience: What Candidates Really Want	Learn more >
Candidate Experience: How Candidates Decide Their Next Move	Learn more >





How to Give Great Feedback to Candidates	Learn more >
Career Guidance for Recruiters	Learn more >
Why the Human Approach Wins at Candidate Experience	Learn more >
Candidate Experience: An Intuit Case Study	Learn more >
Designing Great Candidate and New Employee Onboarding Experiences	Learn more >
Introduction to the Power of Moments	Learn more >
The Power of Moments: Onboarding and Candidate Experience	Learn more >
Onboarding Remote Workers: The Best Practice Guide For Recruiters & Hiring Managers	Learn more >
Empathy-Based Remote Onboarding: An IBM Case Study	Learn more >
Onboarding a Multigenerational Workforce	Learn more >
Acing the Leave of Absence Experience	Learn more >

Talent Advisory

Talent Advisor: Introduction	Learn more >
Talent Advisor: Planning	Learn more >
Talent Advisor: Sourcing Strategy	Learn more >
Talent Advisor: Interviewing & Selling Strategy	Learn more >





Influence and Being a Talent Advisor	Learn more >
Talent Advisor: Diversity Strategy and Coaching Hiring Managers	Learn more >
Talent Advisor: Critical Conversations With Hiring Managers	Learn more >
Recruit Like A Boss	Learn more >
Leadership Recruiting for Corporate Recruiters	Learn more >
Hiring for Senior & Executive Roles	Learn more >
Executive Recruiting: Framing the Search	Learn more >
The Talent Broker: How to Stand Out as an Executive Recruiter	Learn more >
Hiring for Hypergrowth	Learn more >

Talent Strategy

Talent Pipelining	Learn more >
Hiring for Hypergrowth	Learn more >
Own and Optimize your Candidate Pipeline	Learn more >
Large Project or Ramp-Up Hiring	Learn more >
The Metrics for Resource & Recruitment Capacity Planning	Learn more >
Agile Methodologies In Recruiting	Learn more >





Storytelling for Recruiters: The 7 Stories Recruiters Must Tell	Learn more >
An Introduction to Employer Branding	Learn more >
Building Your Employer Branding Strategy: Your Playbook to Success	Learn more >
Implementing Your Employer Brand Strategy	Learn more >
The Quest to Quantify: Measuring the Impact of Your Employer Brand	Learn more >
Employer Branding Campaigns	Learn more >
How to Create Truly Engaging Recruiter Content	Learn more >
Planning & Preparating for a Negotiation	Learn more >
Developing Your Concession Strategy	Learn more >
Competitive Negotiation Tactics & Counter-Measures	Learn more >
The Personal Gear: Relationships in Negotiation	Learn more >
The Collaborative Gear: Win-Win Negotiations	Learn more >
The Role of Persuasion in Negotiation	Learn more >
A Talent Acquisition Approach to Internal Mobility	Learn more >
Welcome to Your Career in Recruiting	Learn more >
The Journey of a Job Opening	Learn more >
The Stakeholders in Hiring	Learn more >
Sourcing 101 for Non-Sourcers	Learn more >





Data Integrity as a Recruiter	Learn more >
Early Careers Hiring: What You Need to Know	Learn more >
Proactive Learning to Accelerate Your Career: How to Do It	Learn more >
Recruiting During a Crisis: COVID-19 and Beyond	Learn more >
Recruiting While Working From Home	Learn more >

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Introduction to AI NEW!	Learn more >
Maximizing Productivity with AI NEW!	Learn more >
How to use AI Ethically in the Workplace NEW!	Learn more >

Hiring with AI

Al in Recruitment: A Human-Centric Approach NEW!	Learn more >
How to Use AI to Elevate Your Role as a Talent Advisor NEW!	Learn more >

Inclusive Hiring

Uncovering Diversity	Learn more >
Uncovering Diversity	Learn more /





The Spectrum of Inclusion	Learn more >
Sourcing for Diversity	Learn more >
Recruiting Internationally	Learn more >
Recruiting and Working Across Cultures	Learn more >
Measuring DE&I Success	Learn more >
Diverse Perspectives on Hiring: Their Stories Matter	Learn more >
LGBTQI+ Inclusion in the Workplace	Learn more >
The Manual for Being an Ally	Learn more >
How to Build a Veteran-Ready Recruiting Program	Learn more >
Reasonable Accommodations (RAs): How to Build an Inclusive Assessment Strategy	Learn more >

Industry Expertise

An Intro to Hiring B2B Sales Professionals	Learn more >
An Intro to Hiring Retail and B2C Sales People	Learn more >
An Introduction to Digital Health	Learn more >
An Introduction to Pharma	Learn more >
An Introduction to Fund Management	Learn more >

Technical recruiting with the Aight Framework™



Frontend developer: Deep dive on a technical role	Learn more >
UX designer: Deep dive on a technical role	Learn more >
Product manager: Deep dive on a technical role	Learn more >
Backend developer: Deep dive on a technical role	Learn more >
DevOps: Deep dive on a technical role	Learn more >

Recruitment Leadership

Finding Your Purpose for TA Transformation	Learn more >
Laying the Groundwork: The How	Learn more >
Evaluate the Current State	Learn more >
Strategise - Build your Roadmap	Learn more >
Transform	Learn more >
Optimize	Learn more >
TA Transformation Case Studies	Learn more >
Recruiting leadership: Becoming more strategic	Learn more >
Recruiting leadership: Developing your team	Learn more >
Recruiting leadership: Driving culture change	Learn more >





The Metrics for Resource & Recruitment Capacity Planning	Learn more >
The Magic KPI for Recruiting Success	Learn more >
Launching Your TA Transformation Journey	Learn more >

Essential RPO Skills

My Role as an RPO Recruiter	Learn more >
My Role as an RPO Sourcer	Learn more >
How is Your RPO Assignment Measured?	Learn more >
Managing Client Relationships as an RPO Recruiter	Learn more >
Developing Your Career as an Agency Recruiter	Learn more >







Interviewing

Get interviewing-smart with key skills in hiring criteria, inclusive practices, candidate experience, and situational interviewing techniques.

Our interviewing solution is designed for hiring managers, interview panelists, Talent Acquisition, and HR.





Interviewing Essentials

Interviewing Level 1	Learn more >
Interviewing Level 2	Learn more >
Interviewing Level 3	Learn more >
Diversity, Bias, Legal	Learn more >
The Importance of Candidate Experience in Interviewing	Learn more >
Creating a Great Interviewing Process	Learn more >
Selling to Top Talent Motivators	Learn more >
Licensed to Hire: Power Refresher	Learn more >
Predicting Success Lite	Learn more >
How to Decline External Candidates	Learn more >
How to Give Internal Candidates Feedback Post-interview	Learn more >

Inclusive Hiring

Diversity + Inclusion + Talent	Learn more >
Diversity & Inclusion: Your Role as an Interviewer and Hiring Manager	Learn more >
Tactics for Mitigating Bias in Interview Processes	Learn more >





Inclusion Spotlight: How to Build a Fair Interview Process for Disabled People	Learn more >
Inclusion Spotlight: Transgender and Non-binary People in the Workplace	Learn more >
Inclusion Spotlight: How to Build a Fair Interview Process for People From Low Socioeconomic Backgrounds	Learn more >
Building a Neuro-Inclusive Hiring Process	Learn more >
Reasonable Accommodations (RAs): How to Build an Inclusive Assessment Strategy	Learn more >

Candidate Attraction

Becoming a Talent Magnet: For Hiring Managers	Learn more >
Storytelling for Hiring Managers: The 5 Stories You Must Tell	Learn more >
How to Build a Successful Employee Advocacy Program	Learn more >

Hiring Criteria

Hiring Criteria Level 1	Learn more >
Hiring Criteria Level 2	Learn more >
Making Great Hiring Decisions Level 1	Learn more >
Making Great Hiring Decisions Level 2	Learn more >







Diversity, Equity and Inclusion

Get diversity-smart with content on inclusive hiring, inclusive leadership, and allyship

Embed DEI best practices at every level in your company with actionable training for recruiters, talent acquisition, hiring managers, people leaders, and individual contributors.



Diversity, Equity & Inclusion

Inclusive Hiring

Talent Advisor: Diversity Strategy & Coaching Hiring Managers	Learn more >
Sourcing for Diversity	Learn more >
Reasonable Accommodations (RAs): How to Build an Inclusive Assessment Strategy	Learn more >
Uncovering Diversity	Learn more >
Building a Neuro-Inclusive Hiring Process	Learn more >
Inclusion Spotlight: How To Build A Fair Interview Process For Disabled People	Learn more >
Spectrum of inclusion	Learn more >
Recruiting Internationally	Learn more >
Recruiting & Working Across Cultures	Learn more >
Building an Inclusive Hiring Process for People from All Walks of Life	Learn more >
Inclusion Spotlight: How To Build A Fair Interview Process For Disabled People	Learn more >
Inclusion Spotlight: How To Build a Fair Hiring Process for People From Low- Socioeconomic Backgrounds	Learn more >
Inclusion Spotlight: How to build a fair hiring process for trans and non- binary people	Learn more >





Inclusive Leadership

Psychological Safety 101: The What, Why and How	Learn more >
Let's Talk About It: Growth Conversations in the Workplace	Learn more >
Embracing Intersectionality and Our Blindspots	Learn more >
Racial Awareness for Leaders	Learn more >
Trust-Driven Inclusive Leadership	Learn more >
Supporting Women in the Workplace	Learn more >
Creating a Culture That Supports Women in Leadership	Learn more >
Measuring DE&I success	Learn more >
The Multigenerational Workplace	Learn more >

Allyship

Learn more >
Learn more >





Embracing Intersectionality and Our Blind Spots	Learn more >
Inclusive Language - Our Words Matter	Learn more >
LGBTQI+ Inclusion in the Workplace	Learn more >
Supporting Women in the Workplace	Learn more >
Creating a Culture That Supports Women in Leadership	Learn more >







Onboarding

Get onboarding-smart with content that goes deeper than typical checklists or templates.

Align Talent Acquisition, people leaders, and new hires with insights on talent strategy, onboarding experiences, allyship, company culture, and productivity skills.





Onboarding New Hires

Onboarding: Your Role as a Leader	Learn more >
Starting Power: Conversations to Onboard and Re-Board Employees	Learn more >
Introduction to the Power of Moments	Learn more >
The Power of Moments: Onboarding and Candidate Experience	Learn more >
The Power of Moments: Connecting to Our Purpose	Learn more >
The Power of Moments: Mentoring for Growth	Learn more >
Coaching & Mentorship	Learn more >
How To Become An Effective Mentor	Learn more >
Managing Your Professional Brand as a Leader	Learn more >
Networking for Leadership	Learn more >

Talent Strategy

Designing Great Candidate and New Employee Onboarding Experiences	Learn more >
Onboarding Remote Workers: The Best Practice Guide For Recruiters & Hiring Managers	Learn more >
Onboarding a Multigenerational Workforce	Learn more >





Acing the Leave of Absence Experience	Learn more >
Empathy-Based Remote Onboarding: An IBM Case Study	Learn more >

Culture and Values

How to Be a Social Brand Ambassador for Your Organization	Learn more >
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Allyship

The Manual for Being an Ally	Learn more >
Supporting Women in the Workplace	Learn more >
LGBTQI+ Inclusion in the Workplace	Learn more >
Personal Storytelling to Build Empathy at Work	Learn more >
Pronouns: It's Not Just About Your Email Signature	Learn more >

Interpersonal Skills

Strategies To Achieve Work Life Satisfaction	Learn more >
Starting Power: How to Set Yourself up for Success in Your New Job	Learn more >
Start Networking	Learn more >
Managing Your Professional Brand as a Leader	Learn more >





Managing Your Professional Brand: The Power of Feedback and Networking	Learn more >
How to Succeed in Your New Role	Learn more >
How to Succeed as a Newly Promoted Manager	Learn more >
How to Create an Impressive Personal Brand	Learn more >
How to Be a Great Networker	Learn more >
How to Work Effectively from Home	Learn more >
How to Be a Great Communicator at Work	Learn more >
How to Be More Productive	Learn more >





Career Mobility

Get career-smart with training from leading talent strategists, personal development experts, and career coaches.

Our content empowers the three personas needed for successful internal mobility programs: existing employees, people managers, and Talent Acquisition.





Managing My Career

Start Networking	Learn more >
Managing Your Professional Brand as a Leader	Learn more >
Proactive Learning to Accelerate Your Career: How to Do It	Learn more >
Up is Not the Only Way: How to Navigate Your Career Ladder	Learn more >
Five Critical Career Conversations for Growth	Learn more >
How to Prepare and Plan for a Promotion	Learn more >
How to Write Your CV for an Internal Position	Learn more >
How to Get Promoted	Learn more >
How to Prepare for an Internal Job Interview	Learn more >
How to Communicate Effectively in an Internal Job Interview	Learn more >

Personal Development

How to Be More Productive	Learn more >
How to Make a Powerful Presentation	Learn more >
How to Be the Best Version of You	Learn more >
How to Be a Great Communicator at Work	Learn more >





How to Manage Change and Conflict in the Workplace	Learn more >
How to Avoid Burn Out	Learn more >

Career Coaching

Networking for Leadership	Learn more >
The Core Leadership Behaviours to Retain and Develop Your People	Learn more >
Up is Not The Only Way: Navigating the Career Ladder With Your Employees	Learn more >
How to: Retain Your Best People - The Stay Interview	Learn more >
Are You a Talent Hoarder?	Learn more >
Introduction to the Power of Moments	Learn more >
The Power of Moments: Mentoring for Growth	Learn more >
Coaching and Mentorship	Learn more >
How To Become An Effective Mentor	Learn more >

Talent Strategy

The Talent Broker: How to stand out as an Executive Recruiter	Learn more >
A Talent Acquisition Approach to Internal Mobility	Learn more >





Using Advanced Search Techniques for Talent Mapping	Learn more >
Hiring for Senior & Executive Roles	Learn more >
Executive Recruiting: Framing the Search	Learn more >
How to Give Internal Candidates Feedback Post-interview	Learn more >

Using Al

Introduction to AI NEW!	Learn more >
Maximizing Productivity with AI NEW!	Learn more >
How to use AI Ethically in the Workplace NEW!	Learn more >







Leadership

Get leadership-smart with training on two critical capabilities needed in the new world of work: inclusive leadership and leading hybrid teams.

Upskill leaders, at any stage in their career, with insights and strategies from renowned leaders, DEI practitioners, and employee engagement experts.





Empowering Teams

The Leadership Test: The Fundamentals Of Employee Engagement	Learn more >
The Leadership Test: One To One Employee Communication	Learn more >
Introduction to The Power of Moments	Learn more >
The Power of Moments: Recognition	Learn more >
The Power of Moments: Igniting Change	Learn more >
The Power of Moments: Mentoring for Growth	Learn more >
The Power of Moments: Meetings and Events	Learn more >
The Power of Moments: Connecting to our Purpose	Learn more >
Recruiting Leadership: Becoming More Strategic	Learn more >
Recruiting Leadership: Developing Your Team	Learn more >
Recruiting Leadership: Driving Culture Change	Learn more >
The Metrics for Resource & Recruitment Capacity Planning	Learn more >
The Magic KPI for Recruiting Success	Learn more >
Launching Your TA Transformation Journey	Learn more >





Inclusive Leadership

Psychological Safety 101: The What, Why and How	Learn more >
Diversity, Equity, Inclusion And Belonging: Connecting To Your Why	Learn more >
Inclusive Language: Our Words Matter	Learn more >
Embracing Intersectionality and Our Blindspots	Learn more >
Understanding Microaggressions	Learn more >
A Guide to Inclusive Language	Learn more >
The Manual for Being an Ally	Learn more >
LGBTQI+ Inclusion in the Workplace	Learn more >
The Multigenerational Workplace	Learn more >
Supporting Women in the Workplace	Learn more >
Creating a Culture That Supports Women in Leadership	Learn more >
Racial Awareness for Leaders	Learn more >
Trust-Driven Inclusive Leadership	Learn more >
Recruiting & Working Across Cultures	Learn more >





Let's Talk About It: Growth Conversations in the Workplace	Learn more >
Moving Through Stress as a Manager NEW!	Learn more >
Boundary-setting for Leaders and Managers NEW!	Learn more >
Freeing Ourselves and Our Team from the Inner Critic NEW!	Learn more >

Hiring Manager

Becoming a Hiring Manager NEW!	Learn more >
Leading the Hiring Process as a New Manager NEW!	Learn more >
Applying Good Hiring Practices to New Scenarios NEW!	Learn more >
Effective Hiring NEW!	Learn more >
Leadership Recruiting for Hiring Managers	Learn more >
Becoming a Talent Magnet: For Hiring Managers	Learn more >
Storytelling for Hiring Managers: The 5 Stories You Must Tell	Learn more >





Leading Hybrid Teams

Great management starts with the right mindset NEW!	Learn more >
Communicating effectively with your team NEW!	Learn more >
Unlocking Team Performance by Managing Through Relationships NEW!	Learn more >
Effectively Managing Performance and Motivation NEW!	Learn more >
Making meetings work NEW!	Learn more >
Keeping your teams connected NEW!	Learn more >
Managing performance effectively using the cultivation mindset NEW!	Learn more >
Mastering the One-on-One Conversation NEW!	Learn more >
Making feedback work NEW!	Learn more >

Communication

How to Avoid People Pleasing and People Using NEW!	Learn more >
How to Avoid Communication Blunders NEW!	Learn more >
Accountability and team performance NEW!	Learn more >
How to Successfully Manage Conflict as a Leader NEW!	Learn more >
Giving Feedback and Negotiating as a Leader NEW!	Learn more >





Results Orientation, Team Strategy

How to Maximize Performance as a Manager NEW!	Learn more >
How to Grow Your Career as a Manager NEW!	Learn more >
Tactics that drive results NEW!	Learn more >

Personal Development, Collaboration

Coaching for Leaders: What Got You Here Won't Get You There NEW!	Learn more >
Successful Networking as a New Manager NEW!	Learn more >
The Essential Networking Skills for New Managers NEW!	Learn more >



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For more details about how we can help your organization build work-smart teams, please contact <u>sales@socialtalent.com</u>

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