

Inclusive Recruiting

Attract and hire the best talent from the broadest pool.



As the competition for talent increases, organizations look to HR to recruit and onboard talent from the broadest pool possible.

Recruiters strive to be inclusive, yet there are various points in the recruitment process that can easily become exclusive—unintentionally edging out diverse and underrepresented candidates.

Inclusive Recruiting takes recruiters and hiring managers through the latest diversity thought leadership and teaches practical best practices to ensure your organization has access to the best talent available. The program increases participants' understanding of the impact that unconscious bias can have on the inclusiveness of the process and outcomes.

The recruitment process.

Delivered as a customized, instructor-led workshop or through a standardized elearning course, Inclusive Recruiting equips hiring professionals to implement inclusive practices along the entire recruiting spectrum from defining the hiring criteria to sourcing, screening, interviewing, making hiring decisions, and onboarding.

At a glance:

- Teaches best practices for inclusive hiring at every step of the recruitment process.
- Flexible delivery format: customized instructor-led or standardized eLearning.
- Provides HR professionals and hiring managers a competitive advantage in attracting, hiring and retaining top diverse talent.

Identifying
criteria

Sourcing

Assessing

Making
selection
decision

Offer



What you'll learn.

Participants in the program will solidify their understanding of the business case for inclusive recruiting, commit to shifting outdated or faulty paradigms, and learn to apply inclusive practices and avoid common pitfalls at each step of the selection process.

Instructor-led version.

Our instructor-led version is fully customized as we tailor the program to meet the specific hiring practices and concerns of your organization. It is typically offered as an eight-hour program for hiring managers or recruiters. We can create shorter versions for professionals who already have a foundational background in diversity and inclusion or as a briefing for senior executives. Learning methodologies may include role-plays and scenario-based exercises, interactive brainstorming activities and small group discussions.

eLearning version.

The elearning version is our standardized program that allows self-paced learning in short modules. In four 15-minute online courses, it covers the business case and training on each of the recruitment steps. Participants learn best practices through video dramatizations, interactive exercises, self-assessments, and a certification quiz. This version is ideal for organizations who want to provide foundational, effective skills in inclusive recruiting.

This course can be used in a standardized version or customized to specific needs of the client.

Inclusive Recruiting

Who should attend.

Recruiters, HR specialists, hiring managers, RPO staff, chief diversity officers.

Topics covered:

- Inclusive recruiting and hiring —definition and business case.
- Attracting and sourcing diverse candidates.
- Effectively interviewing and onboarding.

Language

English. Translation services available.

Technical specifications:

- Instructor-led: internet access.
- eLearning: Designed to run on your company's Learning Management System (LMS) with PC or Mac-based workstations with internet connection.
- Audio and printer access are recommended. Tablets and iPad are not supported.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.