



# Talent Acquisition 7 course series

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## ID&E Overview: creating a shared understanding

### DESCRIPTION

This training is designed to create a shared understanding within your organization/team about what is Inclusive, Diversity, Equity, Intersectionality, and other key topics. This is a key foundational course that sets the basis for more complex and nuanced discussions of ID&E. Discussions, examples, and exercises will have a TA focus.

### FORMAT

Training

### LENGTH

60-90 minutes

### TARGET AUDIENCE

Talent Acquisition (TA) Organizations that are just beginning to roll out ID&E; TA Organizations that want to move faster and more comprehensively than they currently are; Individuals who are new to TA and want to accelerate their subject matter expertise. Individuals who are in a key stakeholder role, e.g., HR professional, ID&E professional, Talent management professional, and/or Talent Acquisition professional, who want to begin building the capability to partner well in this space. EVERYONE in TA as well as anyone in the business who wants to be a key partner!

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## Winning the Pursuit of Diverse Talent

### DESCRIPTION

This training is designed to wholistically discuss a systems approach to winning the pursuit of diverse talent. This training looks at the capability of TA professionals, what an organization needs to do to be attractive to diverse talent, focuses on all of the key roles within an org that need to play a part in this strategy, and focuses on using data as one of the tools to ensure success. This is a roadmap focused training based on a lifecycle approach to ID&E work.

### FORMAT

Training

### LENGTH

1 hour 15 minutes

### TARGET AUDIENCE

Talent Acquisition (TA) Organizations that are just beginning to roll out ID&E; TA Organizations that want to move faster and more comprehensively than they currently are; Individuals who are new to TA and want to accelerate their subject matter expertise. Individuals who are in a key stakeholder role, e.g., Talent Acquisition professional, Hiring managers, business leaders, ID&E professionals who want to begin building the capability to partner well in this space. EVERYONE in TA as well as anyone in the business who wants to be a key partner!

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## Diversity Sourcing

### DESCRIPTION

This is a targeted training focused on how to source diverse talent and what each talent sourcing professional should think about in doing so.

### FORMAT

Training

### LENGTH

1 hour 15 minutes

### TARGET AUDIENCE

Talent Sourcing professionals and anyone in TA who want to have this be a part of their broader recruiting toolkit.

## 4 Business Engagement

### DESCRIPTION

This training is designed to create capability in TA professionals to understand, influence, and more effectively partner with hiring manager/biz leaders especially where diverse talent is concerned.

### FORMAT

Training

### LENGTH

1 hour 15 minutes

### TARGET AUDIENCE

Everyone in Talent Acquisition. TA professionals will benefit from taking the first two courses in this series prior to this training.

## 5 ID&E Conversations with Candidates

### DESCRIPTION

This training is designed to create capability in TA professionals to understand how to communicate with candidates about one's ID&E efforts, and how to understand and react to a candidates ID&E perspectives & perceptions that may be important. This is an often overlooked aspect of a candidates experience and one that may very well drive a candidates decisions about your organization.

### FORMAT

Training

### LENGTH

1 hour 15 minutes

### TARGET AUDIENCE

Everyone in Talent Acquisition. TA professionals will benefit from taking the first two courses in this series prior to this training.

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## Creating Diversity Recruiting Strategies

### DESCRIPTION

This training is designed to help those TA and Biz Leaders charged with creating ID&E Recruiting strategies for their organizations. This training isn't a "how to do a strategy" training but a training that will clarify the what and the why ID&E should be a seamless factor in strategy creation. This training gives clear practical suggestions for designing and assessing a successful ID&E recruiting strategy. This course paired with the Business Engagement training provides a strong recipe for success.

### FORMAT

Training

### LENGTH

1 hour 15 minutes

### TARGET AUDIENCE

Everyone in Talent Acquisition responsible for creating and rolling out diversity recruiting strategies. This course would benefit biz leaders and hiring managers who want to play key partnership roles. This course is also good for those TA professionals who aspire to leadership and/or simply want to understand the process end-to-end.

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## Facilitating Meaningful Conversations

### DESCRIPTION

This is a interactive training designed to help TA professionals have those tough meaningful conversations about ID&E especially those conversations that can be elephants in the room--i.e., everyone sees it but doesn't or won't talk about it.

### FORMAT

Training and Dialogue

### LENGTH

2 hours

### TARGET AUDIENCE

Everyone in Talent Acquisition. TA professionals will benefit from taking the first 6 courses in this series prior to this training. Think about this as a final practical course that leverages the learnings from the rest of the series.