

Harrison Assessments Basic Accreditation Course



Date: 5th to 7th October 2017 • **Location: Mumbai**

~ Discovering passion and achieving engagement to promote organisational effectiveness ~

Recruit, Develop and Retain Key Employees through Harrison Assessments (HA)

Achieve Solid Business Results with Harrison Assessments

- Reduce recruiting and attrition cost
- Improve strategic workforce planning and succession planning by accurately identifying and developing high potential employees
- Improve employee productivity, satisfaction and retention through better employee fit
- Increase effectiveness of coaching, development and performance management by identifying behavioral traits that co-relate to higher performance for specific jobs
- Increase team productivity by improving working relationships and leveraging team member strengths
- Increase efficiency of assessment using a single questionnaire to create multiple reports and applications

For further details of the workshop please contact

Contact Person: Amol Dhamne
① TEL: +91 9867235270

Contact Person: Lakshmi
① TEL: +91 9821510581

Email: info@kedgeconsulting.in
www.harrisonassessments.com

RECRUITMENT AUTOMATION

Areas of Assessment:

- Specific aspects of job experience
- Decision-making and conflict management
- Motivation, innovation and communication
- Levels of specific job skills
- Education levels and subjects
- Targeted reference questions



INDIVIDUAL DEVELOPMENT

Predict how they will:

- Communicate, influence and lead
- Handle autonomy
- Take personal initiative
- Resist or facilitate change
- Handle conflict
- Seek to learn, grow and excel
- Plan and organise

SUCCESSION PLANNING

Talent Management:

- Identify high potential candidates
- Predict multi-level capabilities
- Create accelerated development plans
- Identify alternate career paths
- Leverage the talent pool
- Increase retention

TEAM DEVELOPMENT

A team building tool to:

- Create teams with effective interactions
- Discover the strengths and challenges of a team including team decision-making potential
- Identify the best roles for each team member
- Assess the potential for cooperation or conflict
- Establish clear guidelines for effective interactions

Learning Outcomes

At the end of the course, participants would be able to:

- Understand the Psychology of Engagement
- Ability to interpret the Traits and Definitions report
- Understand Paradox Theory
- Ability to interpret the Paradox and the Engagement and Retention reports
- Understand job specific assessment
- Ability to interpret the Job Success Analysis report
- Understand all Harrison Reports
- Ability to give an effective debrief
- Ability to set up comprehensive job criteria
- Ability to use HA reports during an interview

Workshop Outline

Day 1

- Introduction
- Key Management Challenges
- Passion
- Enjoyment Performance Methodology
- Paradox
- Paradoxical Strengths and Imbalances
- Report Interpretation

Day 2

- Enjoyment Performance Theory
- Understanding Harrison Traits & exploring Life themes
- Job Success Analysis
- Engagement & Retention
- HA Reports
- Preparing for Debrief
- Debrief Practice

Day 3

- Talent Acquisition Challenges
- Job Success Formulas and Recruitment Process
- Interviewing Top Candidates using
 - Job Success Analysis
 - Interview Guide
 - How to attract Candidate

Facilitator's Profile



Dr Shubhakar Gajula is an Organizational Psychologist with over 12 years of Organizational working and consulting in Psychology, Organizational Behaviour, Organizational Development, Counselling, Training and Consulting with reputed organizations in Asia, America, Europe, Africa and Australia.

Dr. Gajula's services are extended to both Corporate and Government Organizations, Universities, Schools, Police and Prisons. His expertise in Psychological assessments is with a focus on cross cultural behaviour.

Dr. Gajula is a member of **American Psychological Association** and a member of **Asian Psychological Association**.

He has a PhD in Psychology, Masters in Psychology and Education and has following Certifications:

- Assessor and Trainer for Accreditation Program of Harrison Assessments International
- Certified Professional Behavioral Analyst (CPBA-DISC)
- Dale Carnegie's 'Art of Facilitation'
- ESI - Facilitation Techniques for Requirements Development, ESI International
- 5Dys functions of a team (Patrick Lencioni)
- Assessment Centre Methodology, XLRI
- Personality Assessor, for Recruitment and Development through State Public Service Commission