

Who we are

Remember when your business was younger? It had a vitality, an energy with everybody knowing what was happening and all striving for a common goal.

The business grew but now you feel there is a loss of fizz? Your gut instinct is telling you things should be better after all the investment in people, processes and facilities? You feel there is a loss of clarity of purpose?

If there is a search term “what on Earth do I do next” then this is the answer.

Businesses that have succeeded and grown have an effective way of doing things, their own way, a unique vision and culture, created by the Founders. With growth that culture is inevitably diluted, even lost, as layers of management are added.

What’s needed is a re-focus on the vision, values and culture originally laid down to create an uncopiable competitive advantage suitable to your larger, successful Firm.

And with that, the vitality to re-energise the business

Motivation Matters is your partner to make that happen.

Contact Us

Motivation Matters Limited

Registered Office: c/o Walter Wright Chartered Accountants

89 High Street, Hadleigh, Ipswich, Suffolk, IP7 5EA

Email: stephen@motivationmatters.co.uk

Phone: +44 (0) 1787 378851

Web: www.motivationmatters.co.uk

Interviewing and Selecting



MOTIVATION MATTERS LIMITED
Corporate training

Who this is for

This course is designed for people who have to interview and select recruits, no matter what their job title.

The course is intended to be run on your site in your facilities to avoid venue costs. Alternative venues can be arranged at extra cost.

The course will accommodate between 12 and 24 people from your organization.

Cost

The cost of this one-day course is £900 + Expenses + VAT.

Expenses comprise our actual travel, accommodation, venue and refreshment costs.

Terms are 30 days after the course on invoice.

Learning styles

The course is run in a workshop style. The attendees are given tasks which demonstrate the learning points so helping embed the knowledge and ability.

In this way the learning is part of their own experience and is much more likely to be recalled and used when back at work.

Course materials

Course workbooks are provided to participants as a reminder of what has been covered and to give a medium for the creation of personal notes.

Course Details

Content

1. Managing the administration
2. Interviewer roles
3. Follow up questioning
4. Scoring and sharing
5. Comparing the scores with other interviewers
6. Squaring your intuition and others' score variances
7. Modest score adjustment
8. Modest factor adjustment
9. Induction and special training planning

Benefits

1. Consistent process
2. Professional organisation image
3. Thorough understanding of candidate skills
4. Visible lack of bias
5. Deeper understanding of job requirements
6. Best match of available skills to organisation requirements
7. Successful candidate has a good introduction to the role

Results

1. Hiring process is free of bias
2. The organisation looks professional and well run
3. More confidence in the candidate selection
4. Interview process provides the information for rapid decisions
5. The hiring process is demonstrably fair
6. Positive experience for the new recruit