



#Experiencelearning



CB-BEI

**COMPETENCY BASED
BEHAVIOURAL EVENTS INTERVIEWING**

LIFE enriched
Work From Home
Learn From Home

Live **I**nteractive **F**acilitated **E**xperience

poweredBy

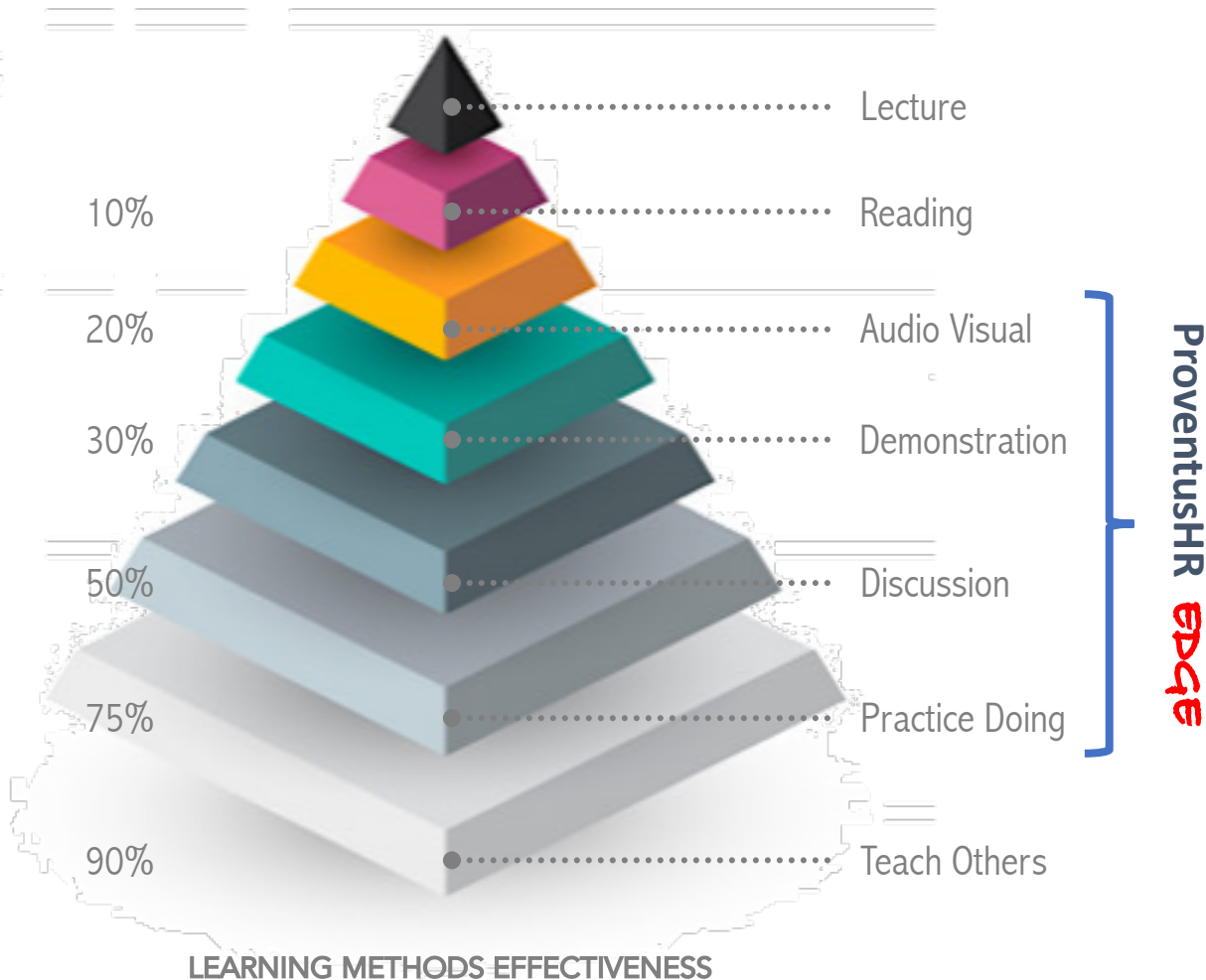
PROVENTUSHR

people » business » results





Our Methodology



We believe that people learn best through experiences, exploring, creating, connecting and interacting with the world and each other, not through sitting and looking at slides!

*We specialise in facilitating experiences, where executive participants can learn and apply their learnings in a **risk-free learning environment, simulating real life.***

Towards this experience creation, we leverage Computed Simulations, REEL|Life (Movie based learning format), Rapid Prototyping, Socialisation, Gamification etc in our workshops.



*“All we can do is bet on the people whom we pick.
So your whole job is picking the
right people.”*

APPROACH NOTE



CB-Behavioral Events Interviewing (CB-BEI)

The **CB-BEI** is a next stage intervention looking at the capability requirements of hiring leaders responsible for selection of candidates for any role in an organization. The CB-BEI goes beyond enabling the selectors with just the skills to ask questions, to establishing a context around the position/role they are hiring for as well as the candidate they will be assessing for the role. The CB-BEI focuses on developing capabilities of identifying key success factors required to be addressed by the role incumbent in a particular role.

The responsibilities of a hiring leader is to ensure that there is a clear picture of what the organization needs in the new employee and that the organization gets the 'best-fit' talent

- Understanding the **purpose** of the interview, their **priorities and responsibilities** towards the organizational need
- Understanding **the role** and **the candidature** context and keeping in mind these before planning for the interview
- Knowing to **what levels to uncover the abilities** of the candidates while carrying out the assessment
- Understanding the **STAR** methodology and creating BEI based assessment questions
- **Practice and review** STAR based interviewing

CB:Behavioural Events Interviewing

Preparing For the Interview



AWARENESS

Doing the Interview



ACTION

Coaching and Certification



TRUST



Interview Preparation

What is an Interview?
Common Interview Mistakes
Anatomy of Role/Position
(Knowledge/Expertise/Environment)
Anatomy of Candidature
(Qual/Exp/Motivation)
Setting the Stage (WASP)

Week 1



Doing the Interview

Recap
Psychometrics of Selection
Games Candidates Play
Level-III Interview
(Appearance -> Credentials ->
Behaviours)
BEI – STAR
Developing BEI Questions

Week 2



Coaching & Certification

Conducting a Mock Interview
Assessment and Review
Certification

Week 3



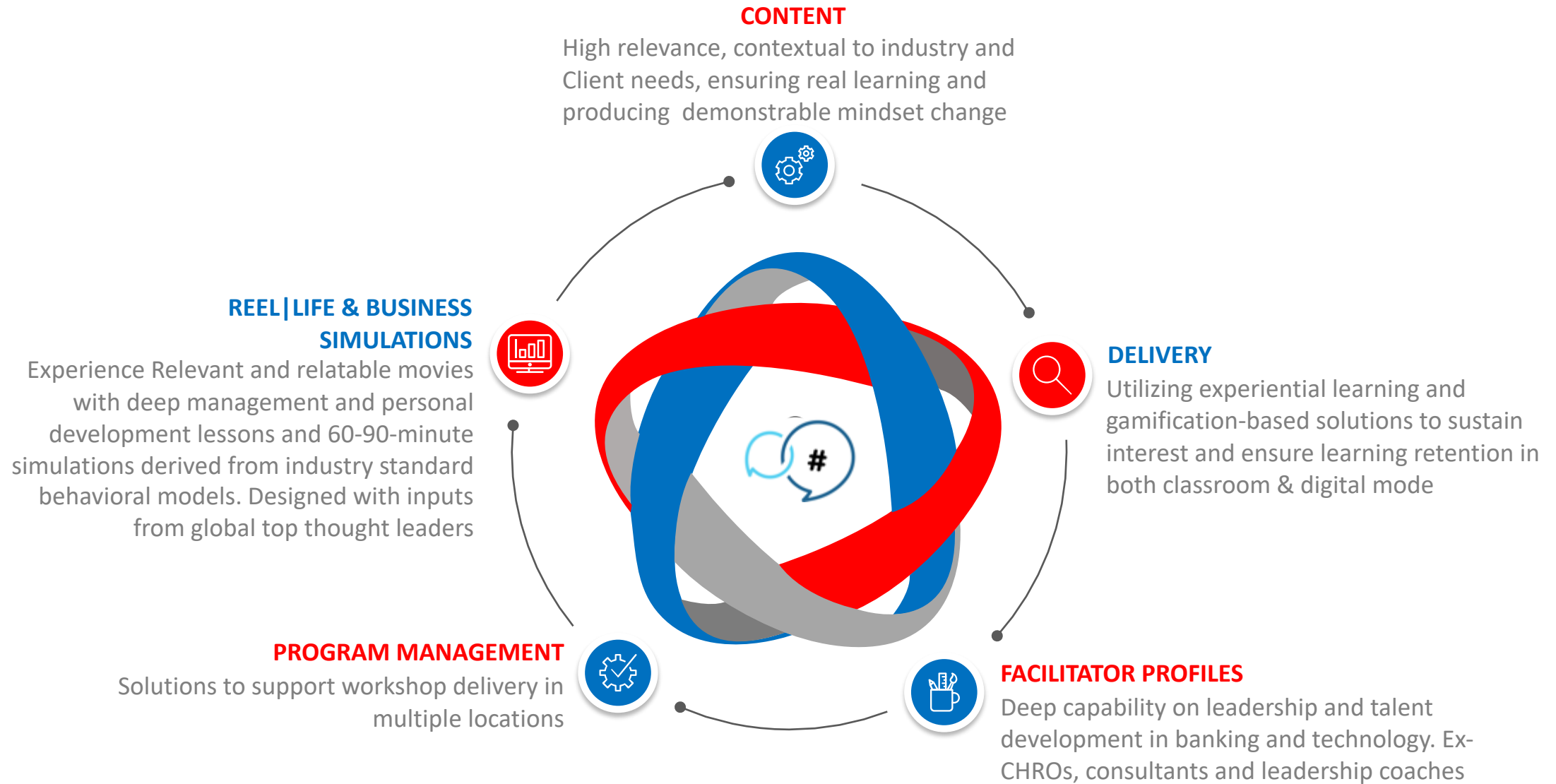
Our Credentials



Our business	Talent transformation by enabling a world class experience for top talent in high performance cultures.
Year est.	2016
Team strength	5 Consultants, certified facilitators across India
Office locations	Headquarters: Mumbai Offices: Mumbai * Delhi-NCR * Hyderabad * Chennai
Customers	Large corporate houses and Government Institutions including Credit Suisse, Phillips Lightings (Signify), Accor-IGH, Tata Consulting Engineers, Shuttl, EDS, Mahindra & Mahindra, GSK Pharma, Brady Corp, AllCargo Logistics, Procter & Gamble, BNP Paribas, Kotak Life Insurance, Indian Army, Indian Navy, Hindustan Unilever (HUL), TechnipFMC, KPMG, Global Analytics, MSCI, Hyundai, Renault-Nissan, Daimler-Benz, FedEx, Saint Gobain, The Energy Research Institute of India (TERI), CIPLA, Vishnu Group of Institutions, National Academy of Direct Taxes, Tata Consultancy Services, Time Inc. and more...
Offerings	Transformative talent solutions for: <ul style="list-style-type: none">• Assessments• Development• Engagement• Employee LifeCycle Management
Delivery Principles	Our Delivery philosophy is designed to leverage Immersive Contextual Approach to facilitate Reflection, Deliberation and Self Directed Discovery to help participants relate Learning to their Work Context.
Methodology	Experiential Learning using Andragogy, Gamification, Simulations (online), Curated Prototyping, Movie Review based immersive reflection



Why ProventusHR is the Right Learning Partner for you





ProventusHR Client List

Sectoral Presence

AUTOMOTIVE	CONSULTING	FMCG	GOVERNMENT	INFOTECH	OIL & GAS	BFSI
EDUCATION	GLOBAL SCM	HEALTH/PHARMA	ITES/KPO	MANUFACTURING	QSR / FOOD	TRAVEL

Automotive

Daimler
Hyundai
Mahindra & Mahindra
Renault
Tata Motors

Consulting

Ernst & Young
KPMG
Netrika
Tata Consulting Engineers

FMCG & Consumer Products

Crompton Ltd.
Godrej Consumer Products
Procter & Gamble
Philips
Unilever

Government of India

Indian Navy
Indian Army
National Academy of Direct Taxes (IRS Officer Trainees)

Information Technology

Infosys
LanXess
Mindtree
Tata Consultancy Services

Not for Profit

The Energy & Resources Institute

Oil and Gas

Bharat Petroleum
Indian Oil Terminals Limited
TechnipFMC

Banking and Financial Services

Bank of Baroda
Bajaj Allianz
Barclays
BNP Paribas
Credit Suisse
Kotak Life Insurance
Liberty Videocon
MSCI

Education

Vishnu Group
VIBGYOR Schools

Global Supply Chain

All-Cargo
FedEx

Health and Pharmaceuticals

CIPLA
GlaxoSmithKline

ITES and Knowledge Services

Brady Corp
Here Technologies
Intelenet
Time Inc.

Manufacturing

International Papers
KEC Ltd
Saint-Gobain
Siemens

Quick Service Restaurants

Dominos
Dunkin Donuts

Travel and Hospitality

Indigo Hotels
Vistara