

Audience

Talent Acquisition and Human Resource Executives/Directors/Managers and key Hiring Managers.

Format

Consulting services delivered live;
5-25 participants.



- Do you know how multicultural Millennials view your brand as a place to work?
- What do your current multicultural employees say about their work experience at the company? How do you leverage employee testimonials?
- Is your brand seen as being minority friendly, LGBT friendly and gender friendly?

If you cannot answer these questions with confidence then this solution is right for you.

Rationale

Due to the changing demographics and aging population, the pool of qualified talent with potential to lead in the food and Hospitality industry is shrinking. The workforce is also more multicultural. This means that sourcing top talent from Asian, Black, Latino and other multicultural communities is not only a priority for companies but the process to identify, interview and onboard this talent requires a well thought out procedure. Companies that build a strong employment brand that resonates with multicultural students, professionals, universities and community organizations will win the competition for top talent.

Service Description

This workshop delivers “culturally relevant” consulting, strategy development and coaching services to effectively engage the best talent from Asian, Black, Latino and other cultural groups. This workshop will provide strategies to

build a multicultural employment branding initiative. A combination of live meetings, phone calls and virtual communication will be used to create a compelling brand story that resonates with emerging talent.

Process Overview: The Talent Acquisition team will first be interviewed to identify the top challenges that exist for the team. Then the entire team and key hiring Managers will participate in a 5-hour workshop to discuss best practices for sourcing talent, screening applicants and holding in-depth interviews using actual job descriptions prepared by the client company.

Attendees can expect

- Recommended organizations for quality referrals.
- To acquire specific interview strategies designed to identify the existence of Cultural Intelligence Competencies: Self Awareness, Cross Cultural Communications, Authentic Coaching, Empathetic Engagement and Conflict Resolution.
- To understand the significance of cultural nuances and how they are essential in interviewing Multicultural candidates.
- To identify the “blind spots” in your corporate culture that limit your success in recruiting, developing and retaining a diverse, multicultural workforce.

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