



Curriculum and prospectus for:

# Recruiting Solution



# Enable your TA team with best-in-class recruiting training

As businesses look to transform and drive greater innovation and growth, the single biggest influence on this is the kind of people they hire. SocialTalent's e-learning platform will empower your TA team with the recruiting skills to attract, find and hire the best talent – enabling you to improve your quality of hire and time-to-fill.



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# Recruiting

## Sourcing Talent

Building Your Sourcing Process	<a href="#">Learn more &gt;</a>
The Research Before Sourcing	<a href="#">Learn more &gt;</a>
Search Basics	<a href="#">Learn more &gt;</a>
LinkedIn Sourcing	<a href="#">Learn more &gt;</a>
Overcoming LinkedIn Search Limitations	<a href="#">Learn more &gt;</a>
LinkedIn Extended Features	<a href="#">Learn more &gt;</a>
Searching Job Boards	<a href="#">Learn more &gt;</a>
Social Sourcing	<a href="#">Learn more &gt;</a>
Sourcing Like a Spy: Advanced Sourcing Techniques for Truly Passive Talent	<a href="#">Learn more &gt;</a>
Advanced Technical Sourcing	<a href="#">Learn more &gt;</a>
Advanced X-Ray Searching	<a href="#">Learn more &gt;</a>
Practical Sourcing Lab: Non-Technical Role Example	<a href="#">Learn more &gt;</a>
Practical Sourcing Lab: Technical IT Role Example	<a href="#">Learn more &gt;</a>
Effective Sourcing Models	<a href="#">Learn more &gt;</a>
Sourcing Effectiveness & Productivity: Benchmarking & Analyzing Your Sourcing Process	<a href="#">Learn more &gt;</a>



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How To: Boost Passive Candidate Engagement with Video

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Sourcing Productivity: Using Automation in Workflows

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Using Advanced Search Techniques for Talent Mapping

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Engaging Talent

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Personal Branding

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## Screening & Shortlisting

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Interviewing Skills: Predicting Success for Recruiters

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Interviewing: Roleplays & Demonstrations

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Assessments 101

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Decoding Psychometric Assessments

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Understanding Candidate Motivation

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Shortlist with Success

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Selling Candidates the Opportunity

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The Job Offer: Preparing and Selling

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The Job Offer: Closing & Making the Offer

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Hiring Manual for a Cohesive and Inclusive Growth Culture

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Reference Checking Essentials

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## Candidate Experience

5/5 Candidate Experience	<a href="#">Learn more &gt;</a>
Designing Great Candidate and New Employee Onboarding Experiences	<a href="#">Learn more &gt;</a>
Candidate Experience at Interview	<a href="#">Learn more &gt;</a>
Storytelling for Recruiters: The 7 Stories Recruiters Must Tell	<a href="#">Learn more &gt;</a>
How to Give Great Feedback to Candidates	<a href="#">Learn more &gt;</a>
Giving Candidates Career Guidance	<a href="#">Learn more &gt;</a>
Why the Human Approach Wins at Candidate Experience	<a href="#">Learn more &gt;</a>
Candidate Experience: What Candidates Really Want <b>NEW!</b>	<a href="#">Learn more &gt;</a>
Candidate Experience: How Candidates Decide Their Next Move <b>NEW!</b>	<a href="#">Learn more &gt;</a>
Introduction to the Power of Moments	<a href="#">Learn more &gt;</a>
The Power of Moments: Onboarding and Candidate Experience	<a href="#">Learn more &gt;</a>
Onboarding Remote Workers - The Best Practice Guide For Recruiters & Hiring Managers	<a href="#">Learn more &gt;</a>
Candidate Experience: An Intuit Case Study	<a href="#">Learn more &gt;</a>
Empathy-Based Remote Onboarding: An IBM Case Study	<a href="#">Learn more &gt;</a>



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## Talent Advisory

Talent Advisor: Introduction	<a href="#">Learn more &gt;</a>
Talent Advisor: Planning	<a href="#">Learn more &gt;</a>
Talent Advisor: Sourcing Strategy	<a href="#">Learn more &gt;</a>
Talent Advisor: Interviewing & Selling Strategy	<a href="#">Learn more &gt;</a>
Influence & Being a Talent Advisor	<a href="#">Learn more &gt;</a>
Talent Advisor: Diversity Strategy & Coaching Hiring Managers	<a href="#">Learn more &gt;</a>
Presenting to Hiring Managers	<a href="#">Learn more &gt;</a>
Recruit Like A Boss	<a href="#">Learn more &gt;</a>
Leadership Recruiting for Corporate Recruiters	<a href="#">Learn more &gt;</a>
Hiring for Senior & Executive Roles	<a href="#">Learn more &gt;</a>
Executive Recruiting: Framing the Search <b>NEW!</b>	<a href="#">Learn more &gt;</a>
The Talent Broker: How to Stand Out as an Executive Recruiter <b>NEW!</b>	<a href="#">Learn more &gt;</a>
Recruiting Internationally	<a href="#">Learn more &gt;</a>
Using Advanced Search Techniques For Talent Mapping	<a href="#">Learn more &gt;</a>



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## Talent Strategy

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Own And Optimize Your Candidate Pipeline

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Talent Pipelining

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Strategic Sourcing for Workforce Planning

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Large Project or Ramp-Up Hiring

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Hiring for Hypergrowth

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The Metrics for Resource & Recruitment Capacity Planning

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Agile Methodologies In Recruiting

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An Introduction to Employer Branding

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Building Your Employer Branding Strategy

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Putting Your Employer Branding Strategy to Work

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Employer Branding Campaigns

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The Quest to Quantify: Measuring the Impact of Your Employer Brand

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How to Build a Successful Employee Advocacy Program

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How to Create Truly Engaging Recruiter Content

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How to Write Amazing Job Posts That Really Work

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Promoting Your Jobs: Job Advertising SEO

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Essential Copywriting Principles of Job Advertising

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Talent Attraction on Social Media

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Networking as a Recruiter

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Negotiation: Planning & Preparation for Negotiation

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Negotiation: The Personal Gear: Relationships in Negotiation

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Negotiation: The Collaborative Gear: Win-Win Negotiations

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Negotiation: The Role of Persuasion in Negotiation

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Negotiation: Developing Your Concession Strategy

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Negotiation: Competitive Negotiation Tactics & Counter-Measures

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Recruiting Leadership: Becoming More Strategic

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Recruiting Leadership: Developing Your Team

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Recruiting Leadership: Driving Culture Change

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## Diversity, Equity & Inclusion

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Uncovering Diversity

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The Spectrum of Inclusion

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LGBTQI+ Inclusion

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Talent Advisor: Diversity Strategy & Coaching Hiring Managers

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Practices for Inclusion: The Will vs The Skill

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The Manual for Being an Ally

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Measuring DE&I Success

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Recruiting and Working Across Cultures

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Diverse Perspectives on Hiring: Their Stories Matter

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How to Build a Veteran-Ready Recruiting Program

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Becoming a Veteran-Ready Organization

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Reasonable Accommodations: How to Build an Inclusive Assessment Strategy

[Coming soon](#)

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## Recruiting Operations

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GDPR: General Data Protection Regulation

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Contract Recruiting: The Benefits for Employers and Employees

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The Magic KPI for Recruiting Success

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How to Give Great Feedback to Candidates

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Large Project or Ramp-Up Hiring

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Early Careers Hiring: What You Need to Know

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# Recruiting

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How to Write Amazing Job Posts That Really Work

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Assessments 101

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Decoding Psychometric Assessments

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Time and Process Management

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Welcome to Your New Career in Recruiting **NEW!**

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The Journey of a Job Opening **NEW!**

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The Stakeholders in Hiring **NEW!**

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Candidate Sourcing 101 for Non-Sourcers **NEW!**

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Data Integrity as a Recruiter **NEW!**

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Data Analysis & Business Acumen

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Building Consulting Skills

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## Industry Expertise

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Technical Recruiting with the Alignment Framework™

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Frontend Developer: Deep Dive on a Technical Role, with Morgan Whaley

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UX Designer: Deep dive on a Technical Role, with Jules Monza

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Product Manager: Deep Dive on a Technical Role, with Catherine Shyu

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Backend Developer: Deep Dive on a Technical Role, with Khalid Hamza	<a href="#">Learn more &gt;</a>
DevOps: Deep Dive on a Technical Role, with Stephanie Ngufor	<a href="#">Learn more &gt;</a>
An Intro to Hiring Retail & B2C Sales People	<a href="#">Learn more &gt;</a>
An Intro to Hiring B2B Sales Professionals	<a href="#">Learn more &gt;</a>
An Introduction to Healthcare	<a href="#">Learn more &gt;</a>
An Introduction to Digital Health	<a href="#">Learn more &gt;</a>
An Introduction to Pharma	<a href="#">Learn more &gt;</a>
An Introduction to Banking for Recruiters	<a href="#">Learn more &gt;</a>
An Introduction to Banking: Roles & Regulations	<a href="#">Learn more &gt;</a>
An Introduction to Fund Management	<a href="#">Learn more &gt;</a>
Recruiting Technology Engineers	<a href="#">Learn more &gt;</a>
Recruiting Manufacturing Engineers	<a href="#">Learn more &gt;</a>
Recruiting Civil Engineers	<a href="#">Learn more &gt;</a>
Practical Sourcing Lab: Technical IT Role Example	<a href="#">Learn more &gt;</a>
Practical Sourcing Lab: Non-IT Role Example	<a href="#">Learn more &gt;</a>

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